

2000 MS II

Cadet

Survey

Findings

Data Collected in Spring of SY99-00

Table of Contents:

<u>Area</u>	<u>Page Number</u>
Executive Summary	3
Research Summary/Study Method	5
Demographics	6
Plans for Commissioning	19
General Attitudes about Program Content	27
Scholarships and Financing	38
Contracting Impact on Cadet	59
Research Summary	73
Errata	76

Executive Summary

✓Demographics:

- Percent of cadets with military family background continues to grow (82%).**
- Most fathers were enlisted (60%).**

✓Scholarships and Cadet Finances:

- Whites were slightly more likely to get a scholarship.**
- Cadets with scholarships indicate that scholarship is important to staying in school.**
- About 71% of school/tuition costs are paid by scholarship for scholarship cadets.**
- Non-Scholarship cadets rely on loans to pay for school.**
- The more a cadet relies on other funding sources, the less likely he will be to contract to commission.**

✓Who influences the contracting decision:

- Cadets say that friends influence the decision to contract.**
- However, the reality is that those cadets who indicate that family influence are more likely to contract, therefore, friends do not necessarily influence positively to contract.**
- The environment (fellow students, faculty, etc.) of cadets negatively impacts on contracting and commissioning.**

Executive Summary Continued

✓Marketing and Recruitment:

- Cadets contract when they believe the Army is a stepping stone to a civilian career.**
- Cadets like those activities that are unlike those of the general educational experience, e.g., FTXs, hands on training, etc.**
- Cadets convinced that being an Army officer does not translate well to a future career will not contract.**
- Work is a strong distracter to contracting.**
- Cadre influence to commission is growing.**
- Message that ROTC will help in a future career is still biggest sales point.**

✓Cadet Attitudes About ROTC:

- Cadets learned the most through FTXs, leadership instruction and hands-on training.**
- Classroom instruction did not fare well in cadet opinion.**

✓Cadet Attitudes About ROTC continued:

- Classroom space is mostly adequate.**
- Cadets said that cadre are fine, but some cadets did point out the need for better quality and more quantity.**
- Cadets were strongly in favor of more and better training equipment.**

How the survey was conducted:

- ✓ The purpose of the MS2 survey was to determine what program elements and outside influences impacted on the MS2 decision to contract to commission.
- ✓ The survey included several questions designed to determine actual effects, and did not rely solely on cadets' reported level of influence.
- ✓ All schools were notified of the survey dates, and cadets completed the survey on the Internet.
- ✓ 1325 valid surveys were completed in April and May 2000.

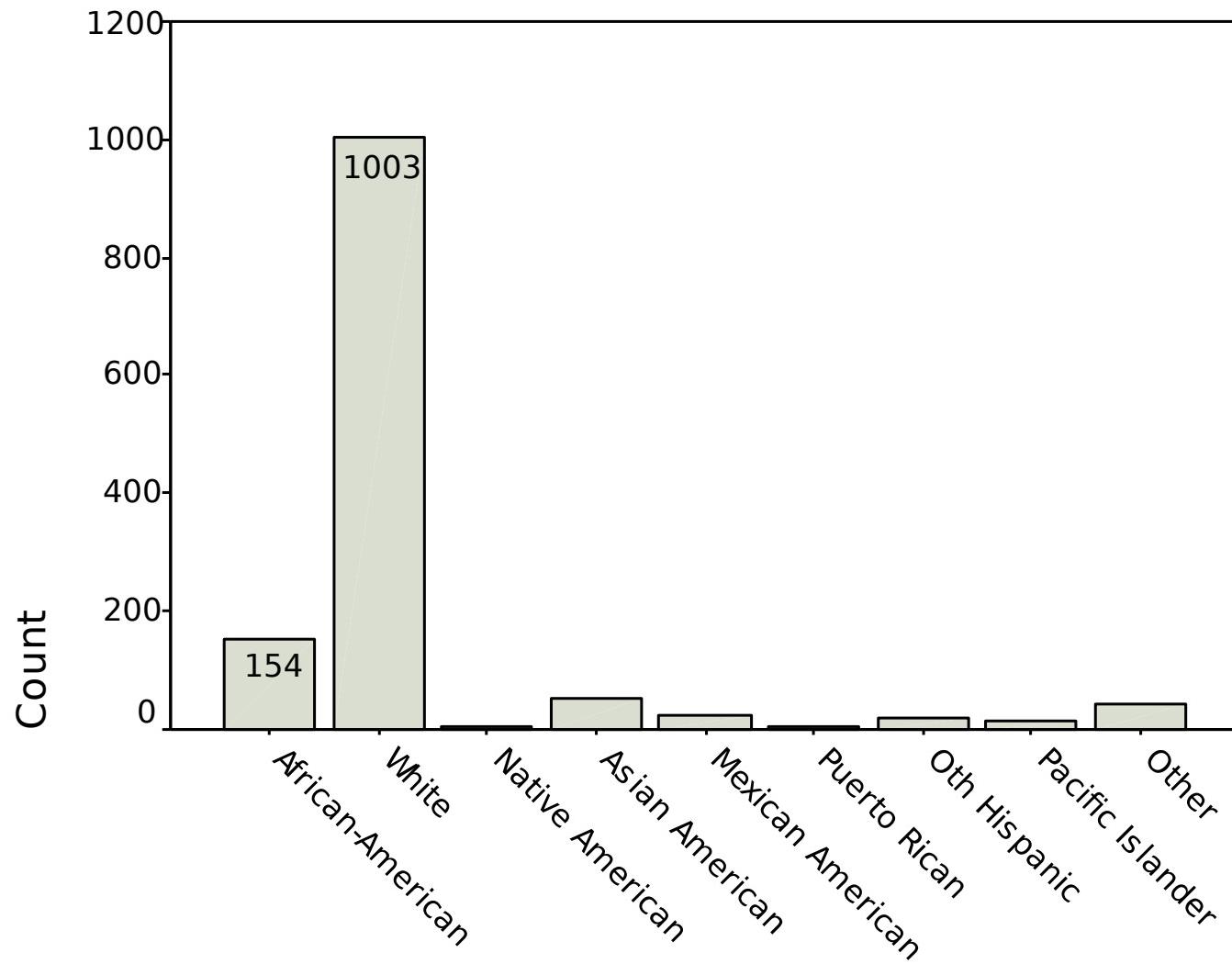
Differences between sample and all MS2s:

- ✓ No statistically significant differences existed between the sample and all MS2s; however, mild differences existed in the following areas:
 - Sample had more scholarship and contracted cadets than the general population.
 - Sample was slightly underrepresented in African-Americans and Hispanics.

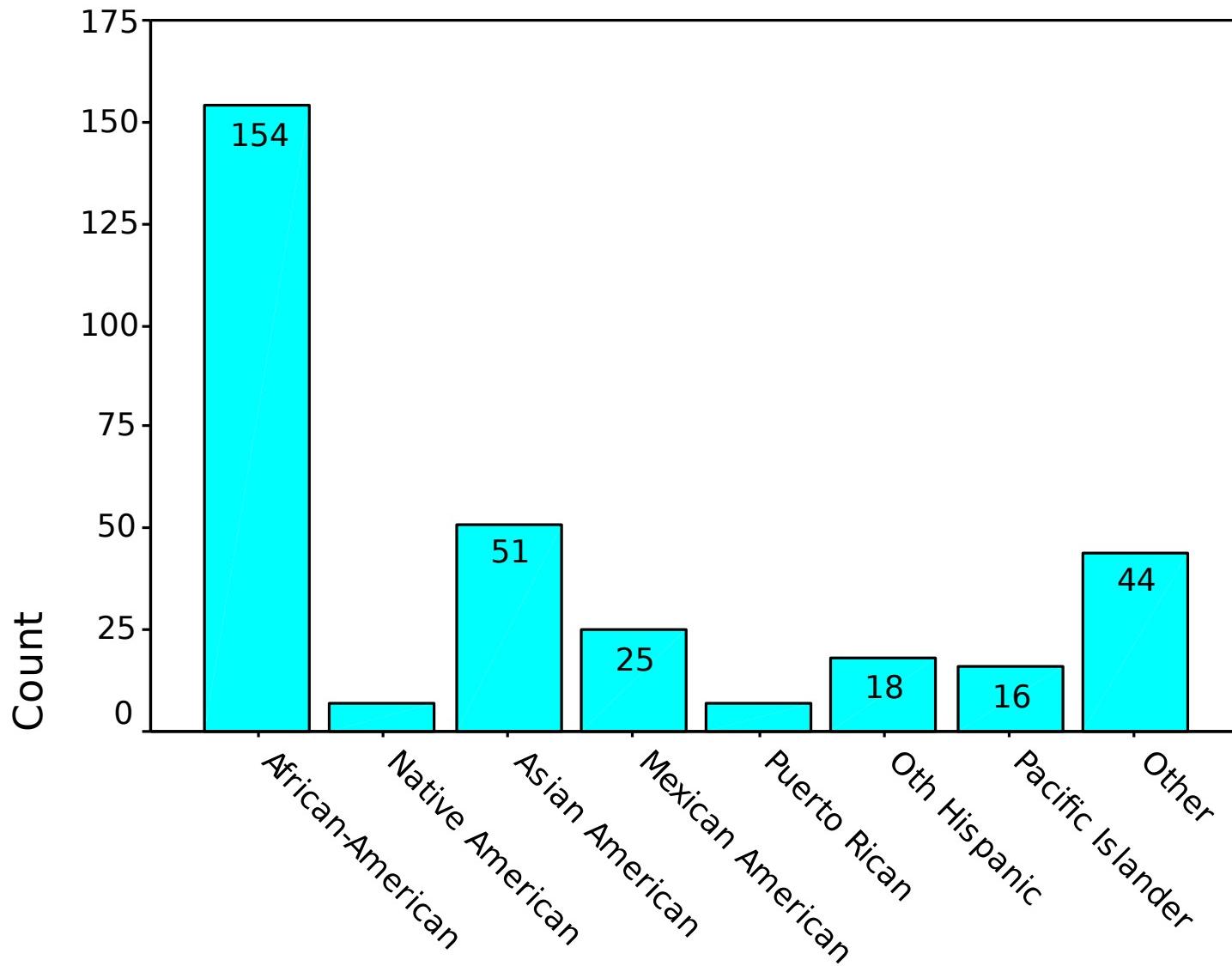
Demographics:

- **Ethnicity**
- **Majors**
- **Relatives Served in Military**
- **When Started ROTC**
- **Projected Completion of Bachelor's Degree**

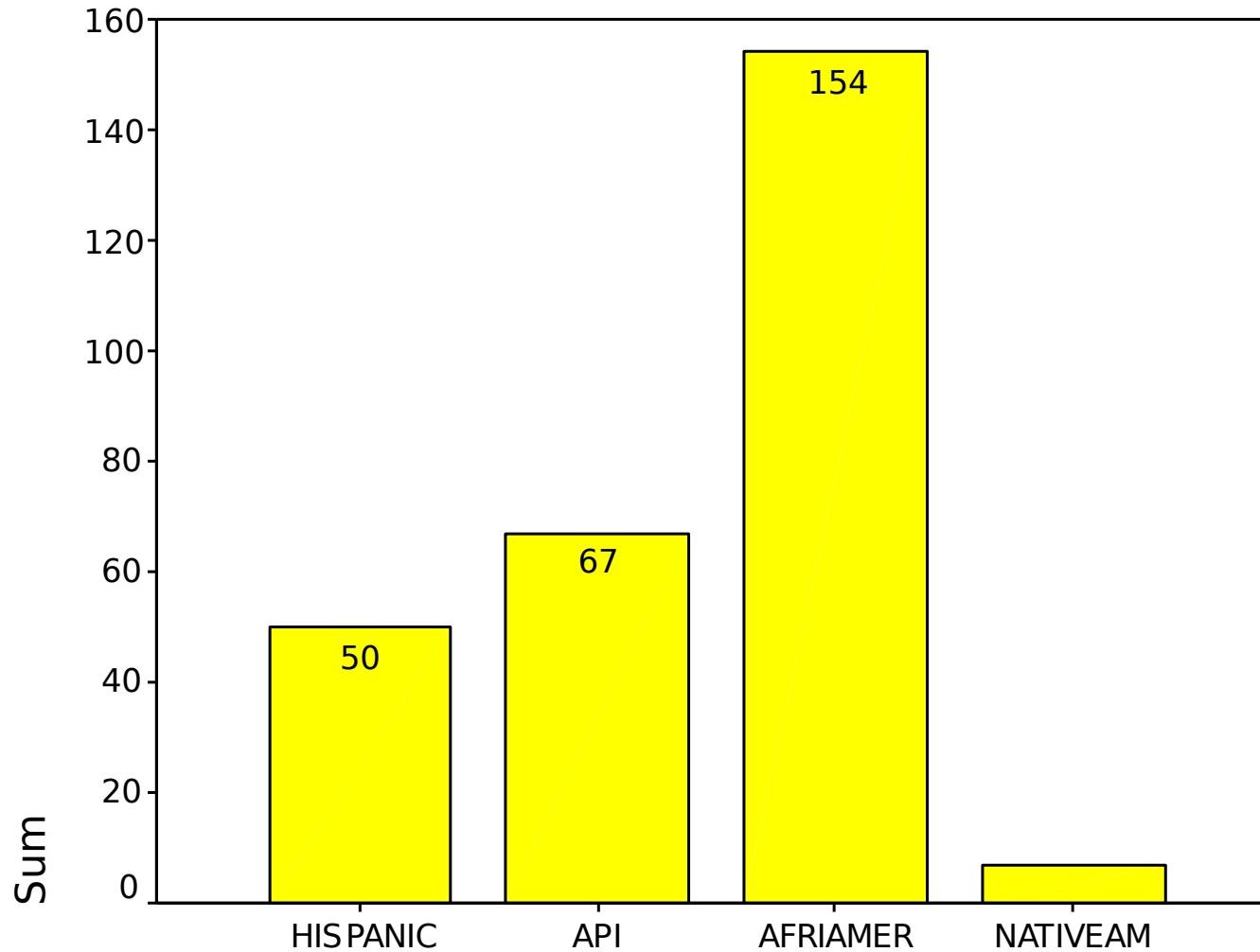
Ethnicity Breakout MS2s



Breakout of Minority MS2s



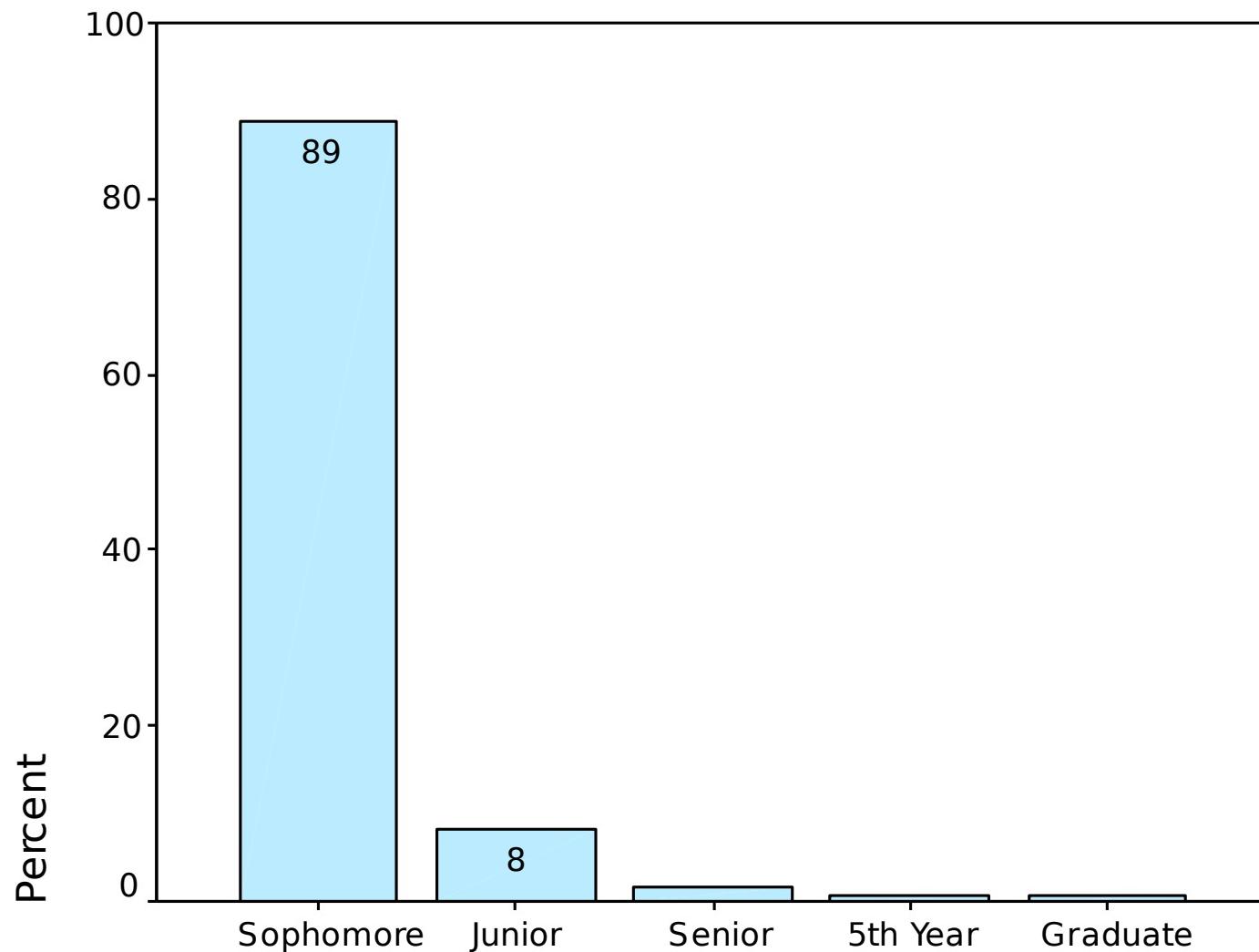
Minority Group Representation MS2



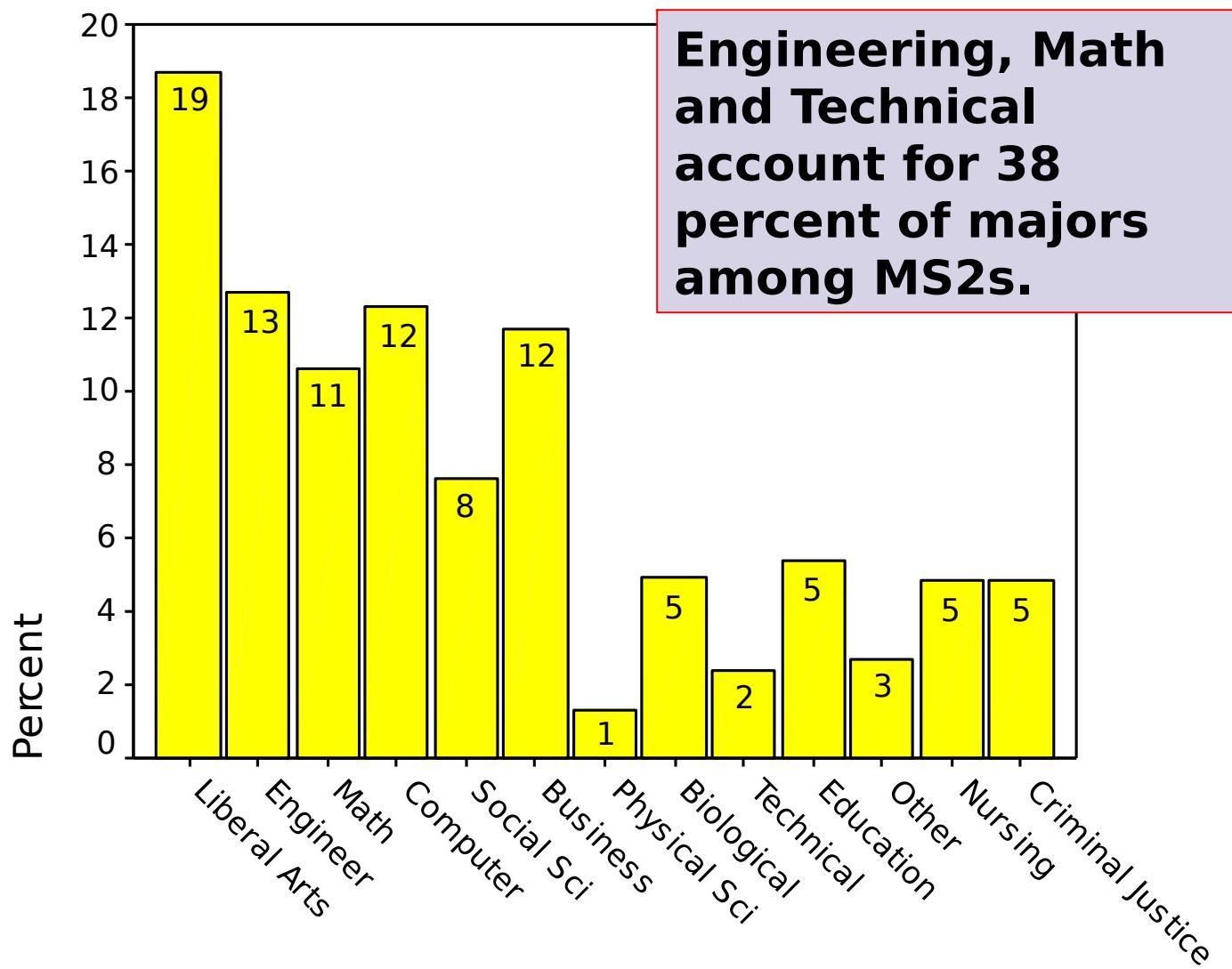
Roughly One-Quarter of Respondents Were Female



Year in School

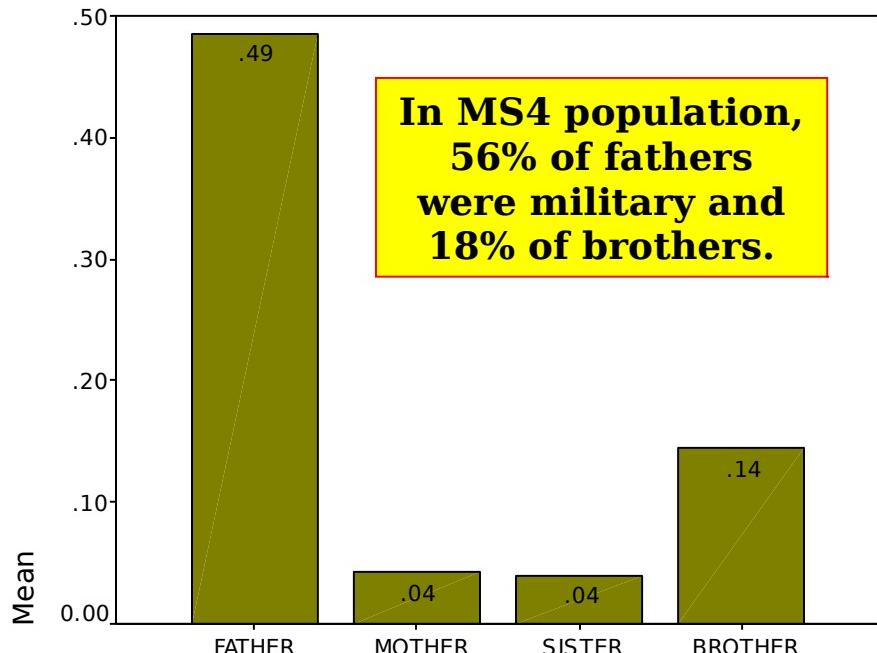


MS2 Majors



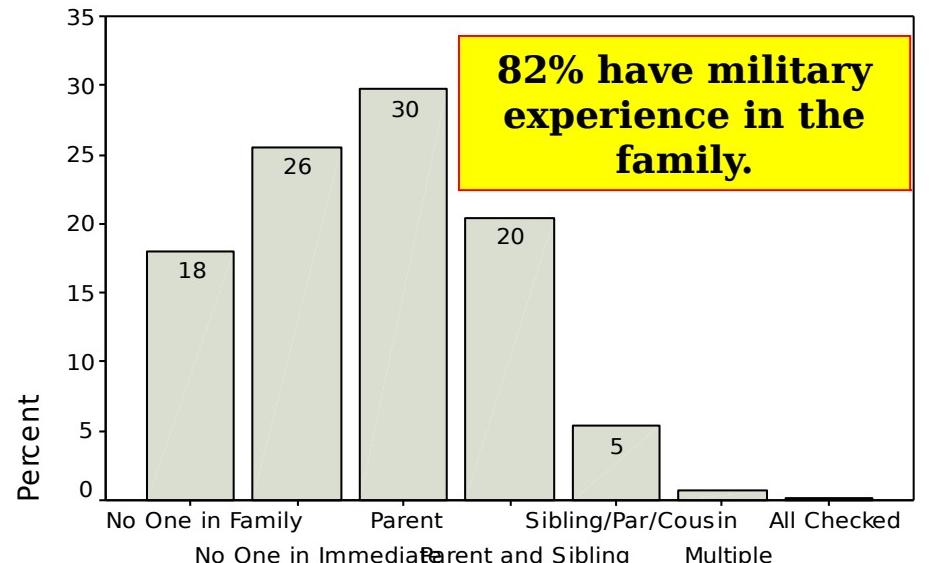
MS2 Cadets Tend to Come from Military Families

Nearly half of all MS2 fathers were military.

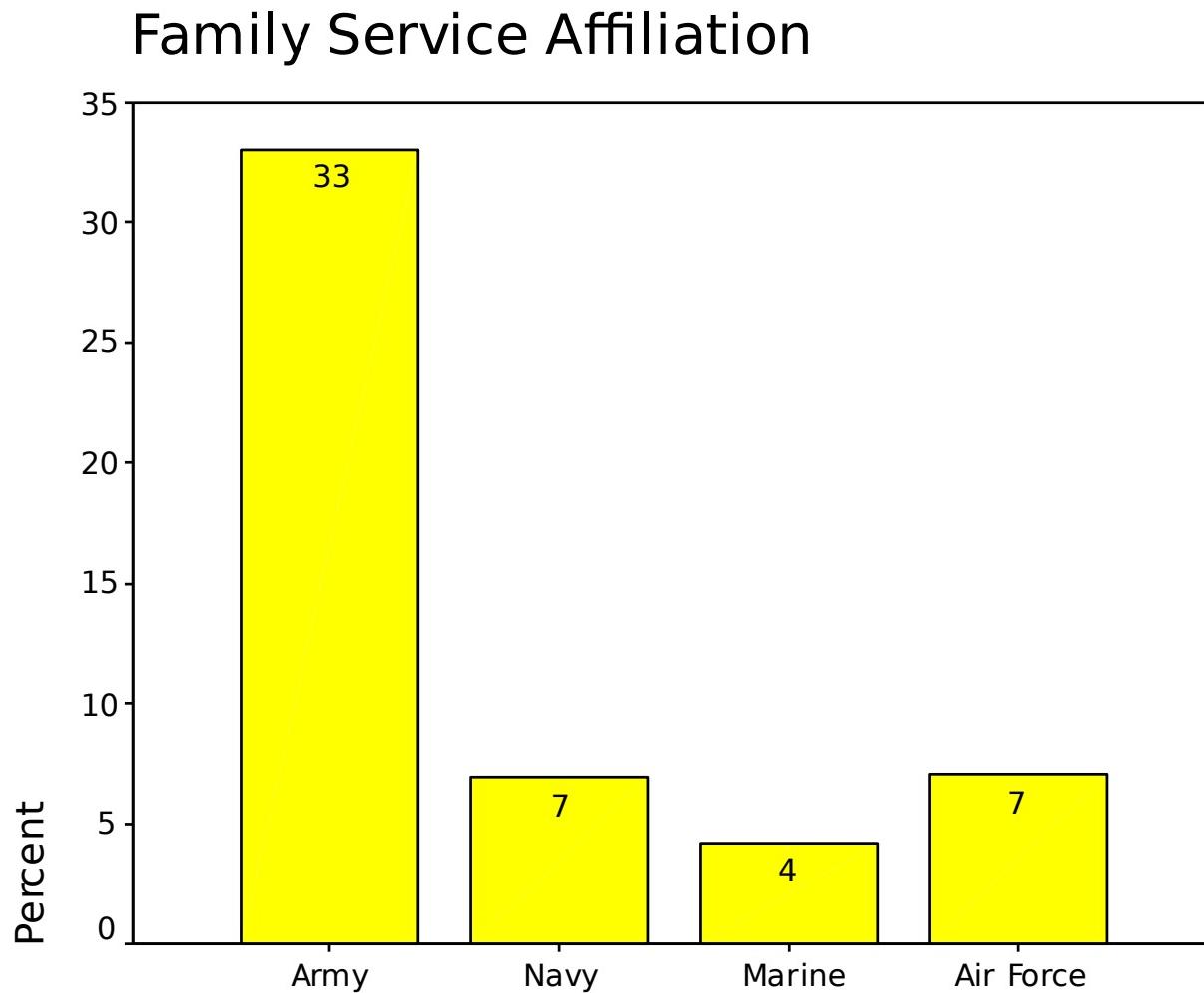


More Than Half MS2s Have

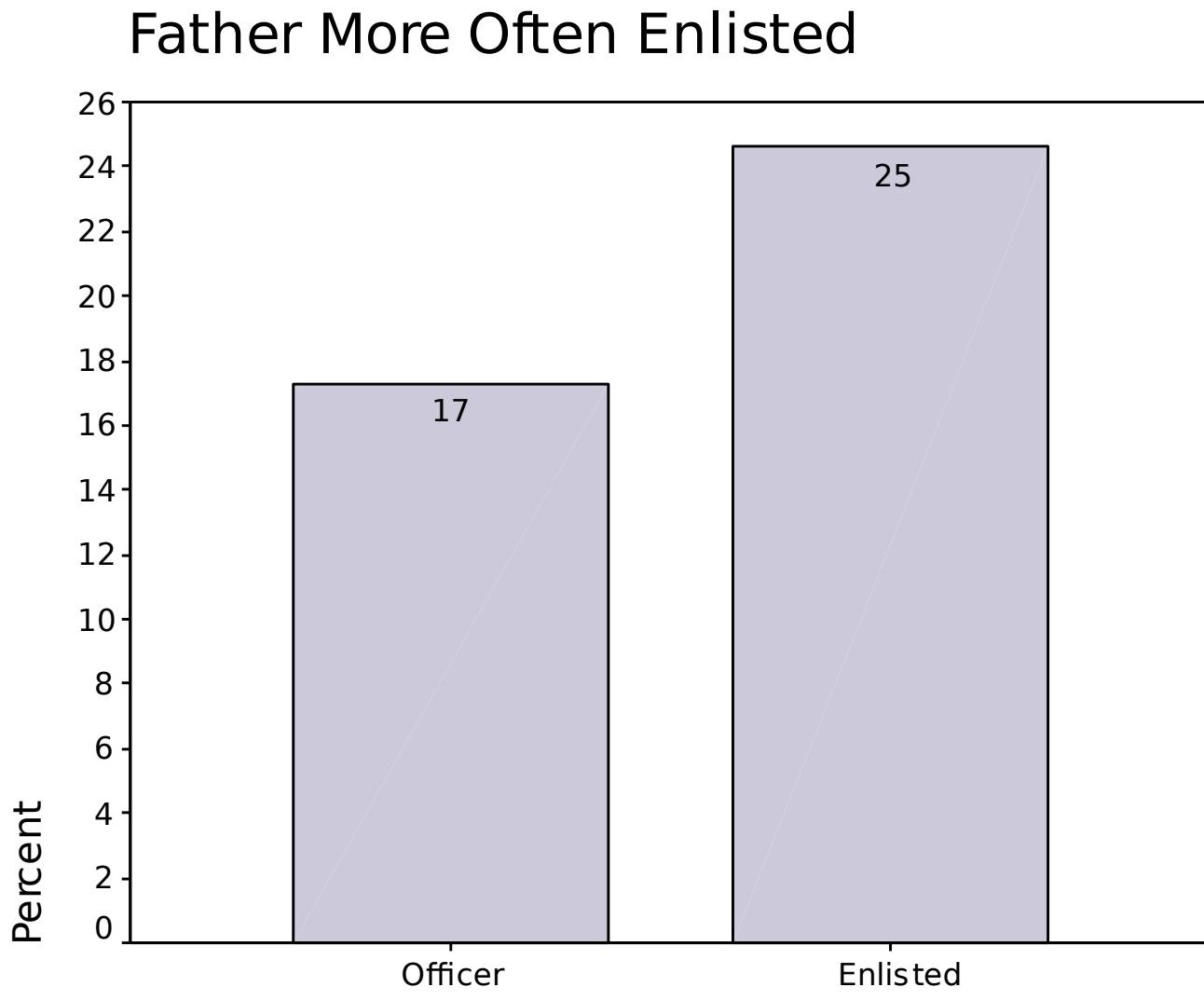
Military Experience in Immediate Family



MS2 Cadet Families Most Often Army

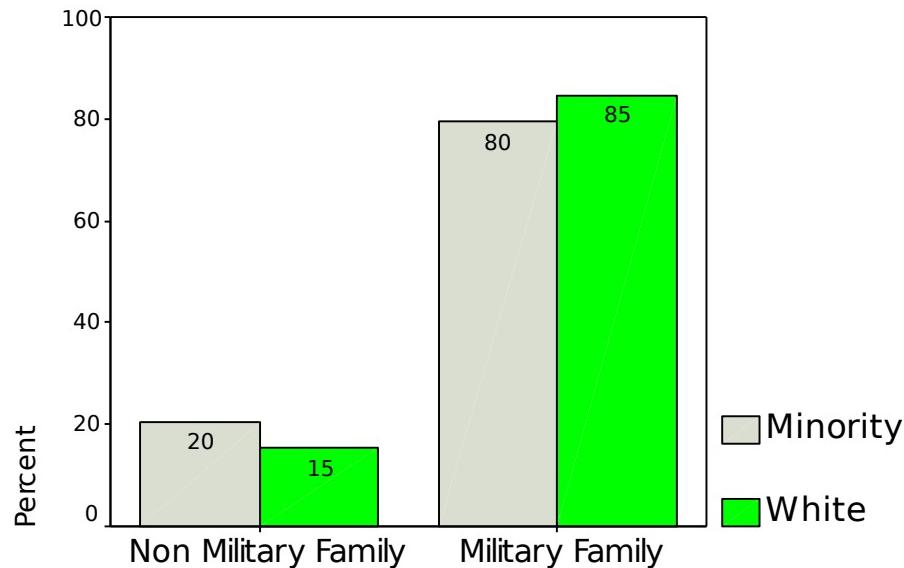


MS2 Cadet Fathers Most Often Enlisted

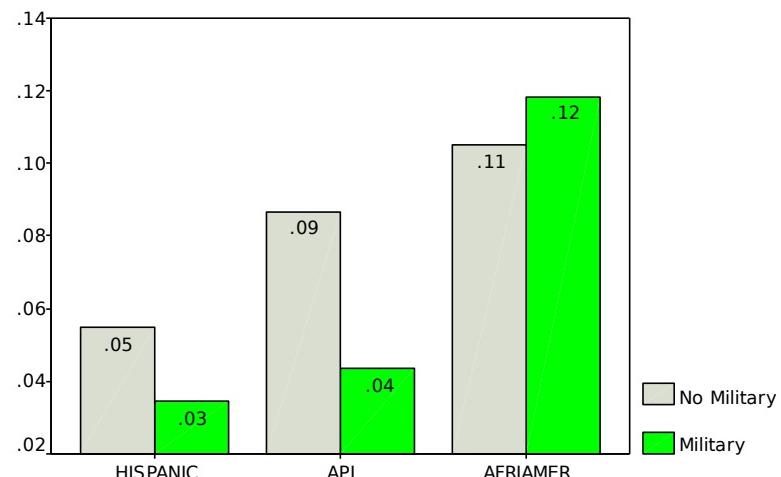


Family Military Background Differs by Ethnicity

White Cadets Are More Likely to
Come from Families with Military Tradition

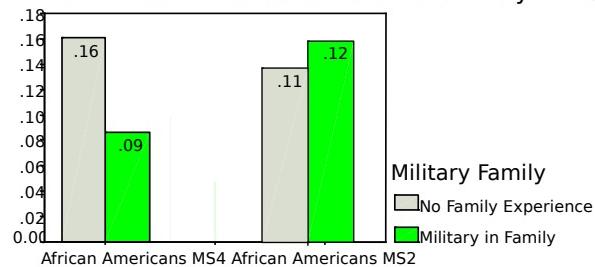


Hispanic and Asian/Pacific Islanders
Less Likely to Come from Military Families



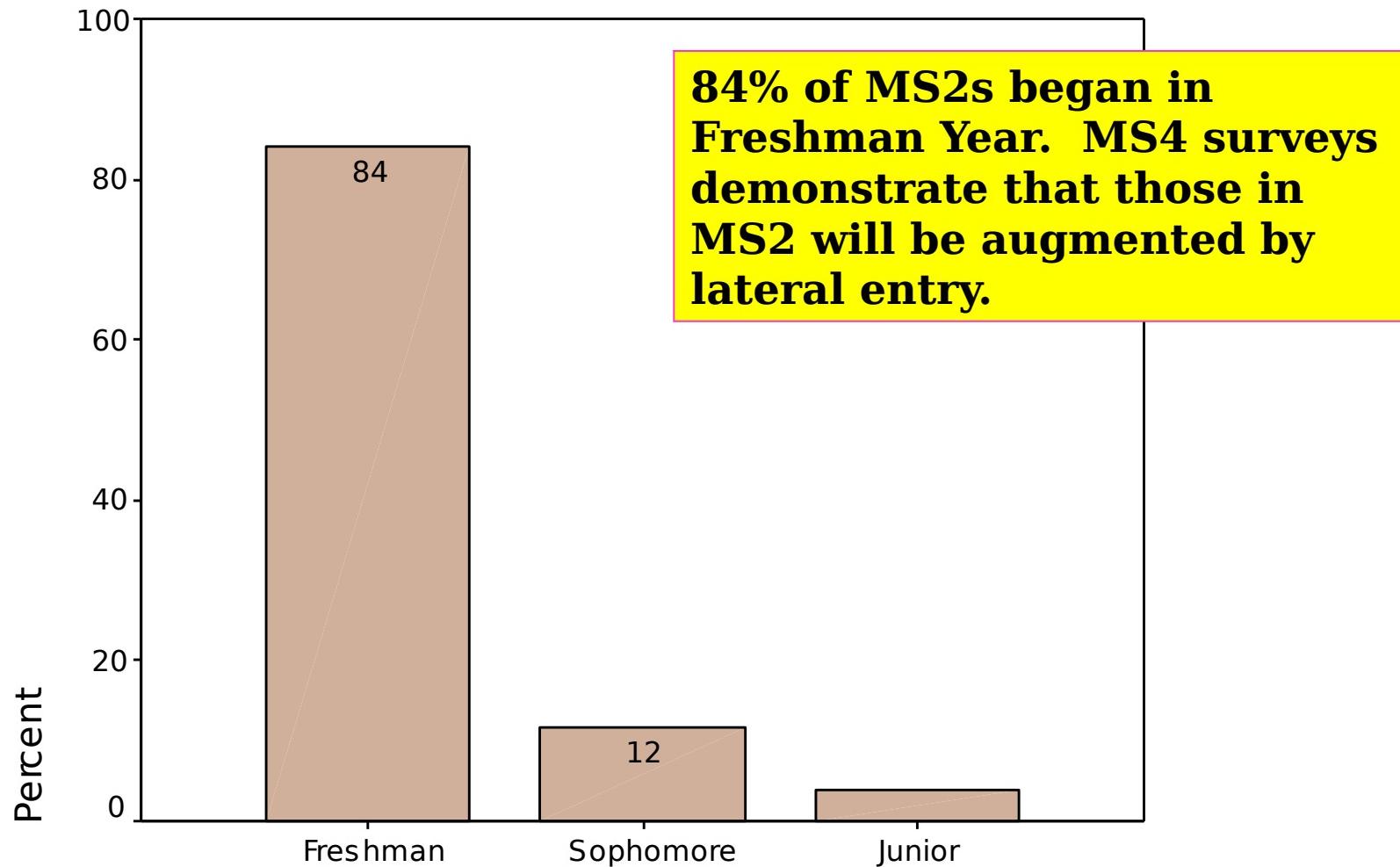
The percentage of families with military background is in decline. This, coupled with higher percentages of cadets with military backgrounds suggests a shrinking market. African-Americans are more likely to make it to MS4 despite coming from a non-military family.

MS2 African-Americans were More Likely Military

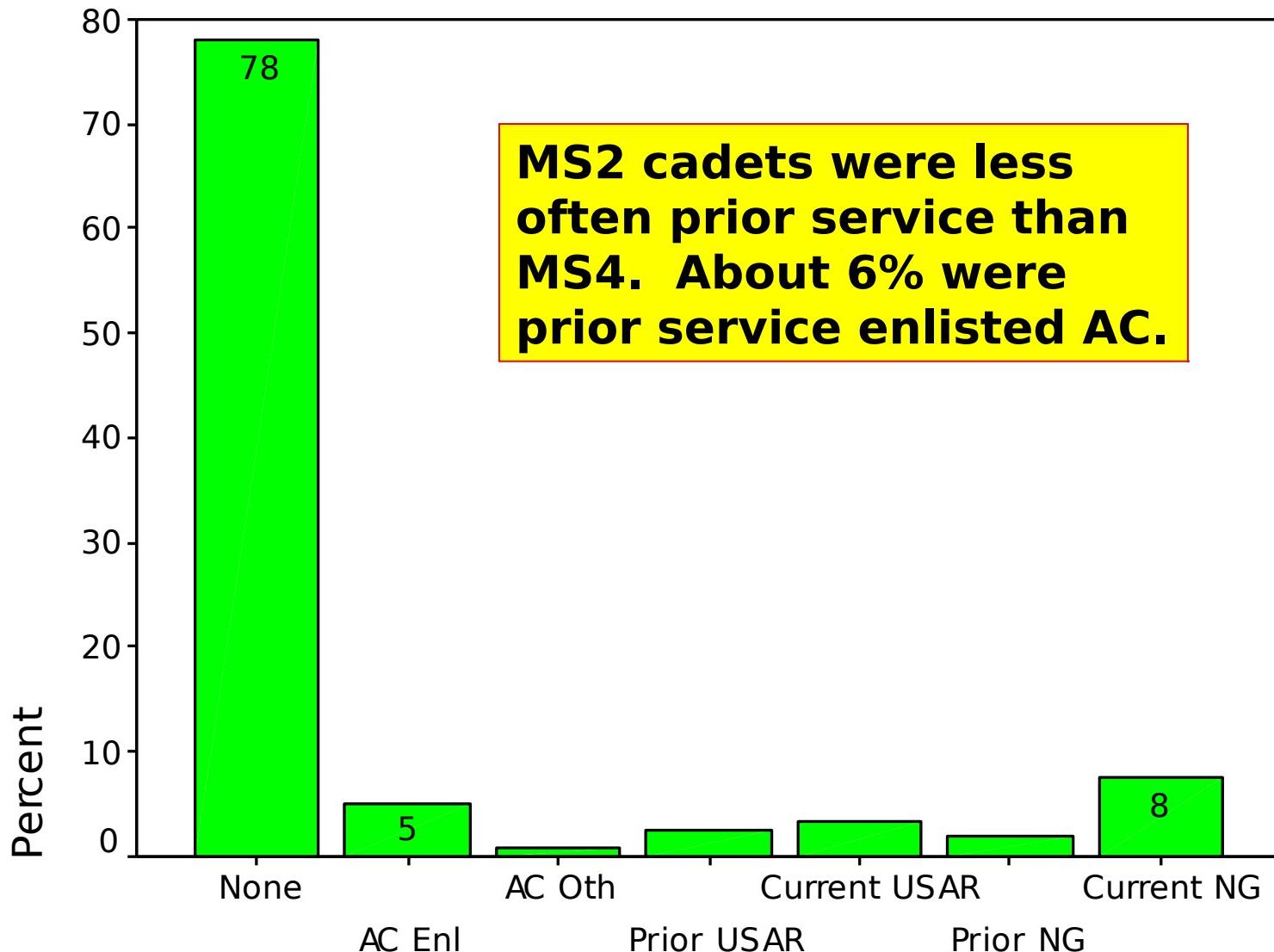


Most Started ROTC as Freshmen

84% of MS2s Started Their Freshman Year



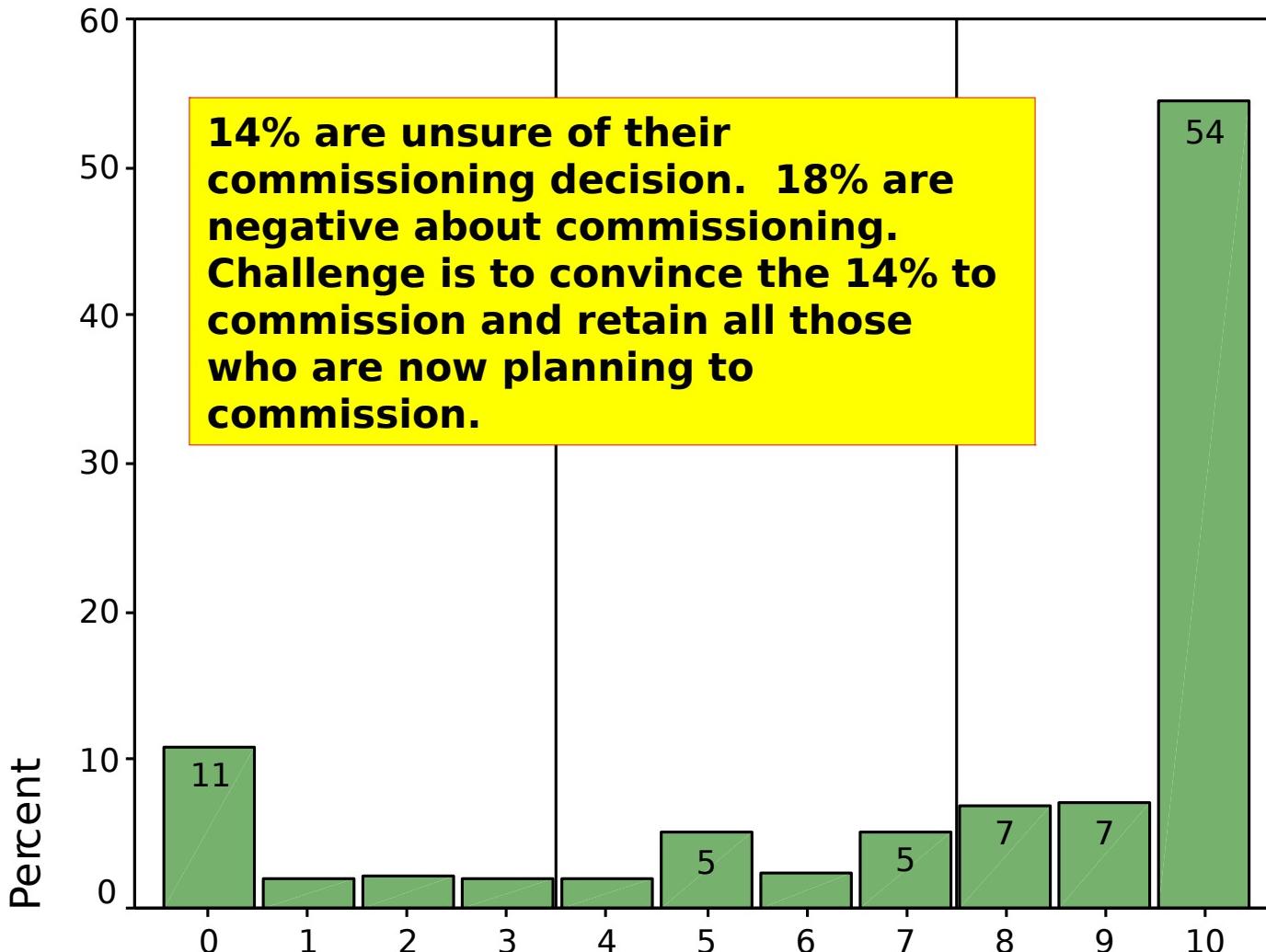
Service Status MS2s



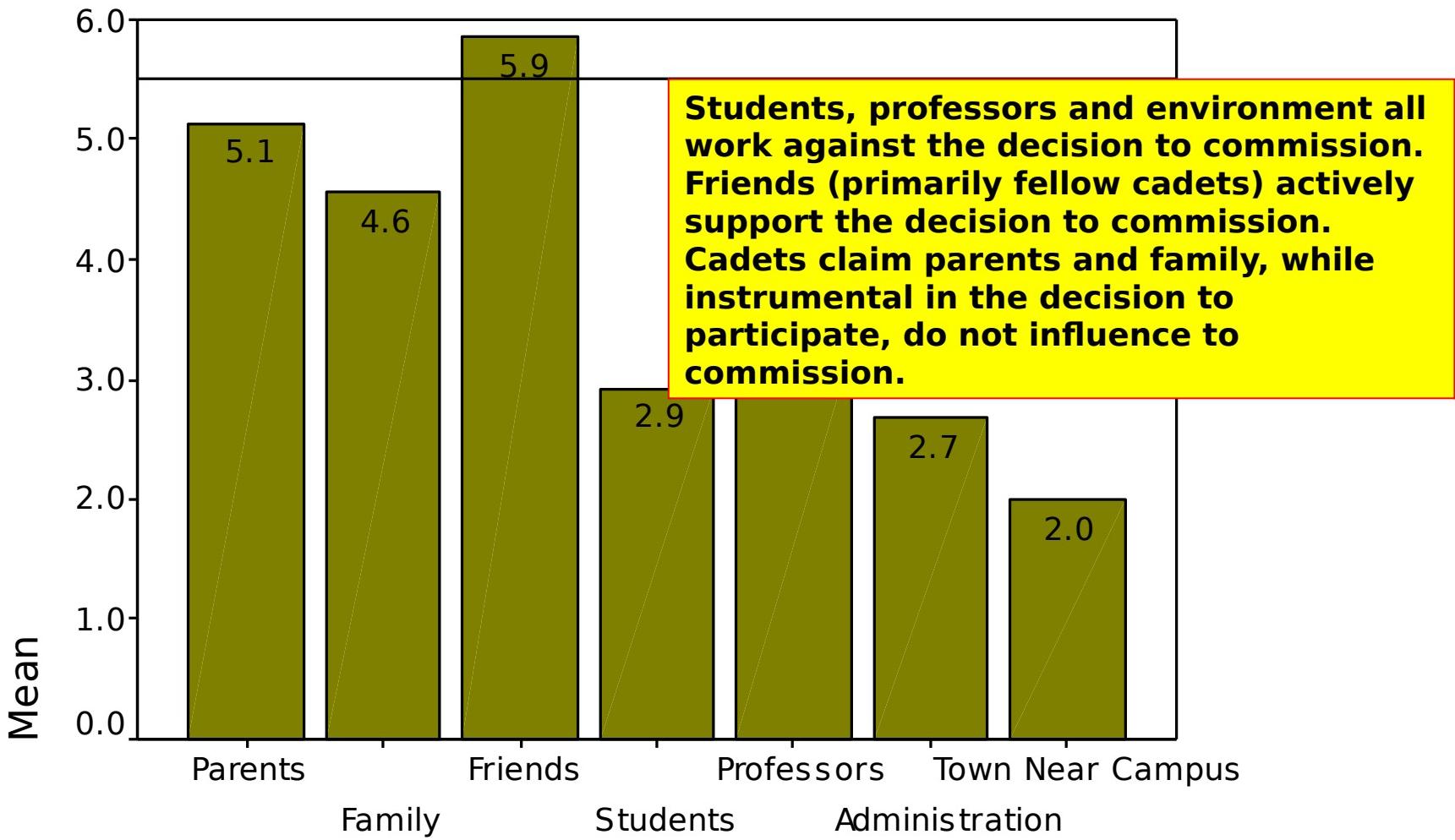
Plans for Commissioning (Retention):

- People Influencing the Decision to Commission**
- Reasons for Commissioning**

Will Commission - 68% Say Yes



Cadets Say Family and Friends Neutrally Influence Decision to Commission - Environment is Negative



However, Parents and Family Actually Are Positive Influences, While Fellow Students Work

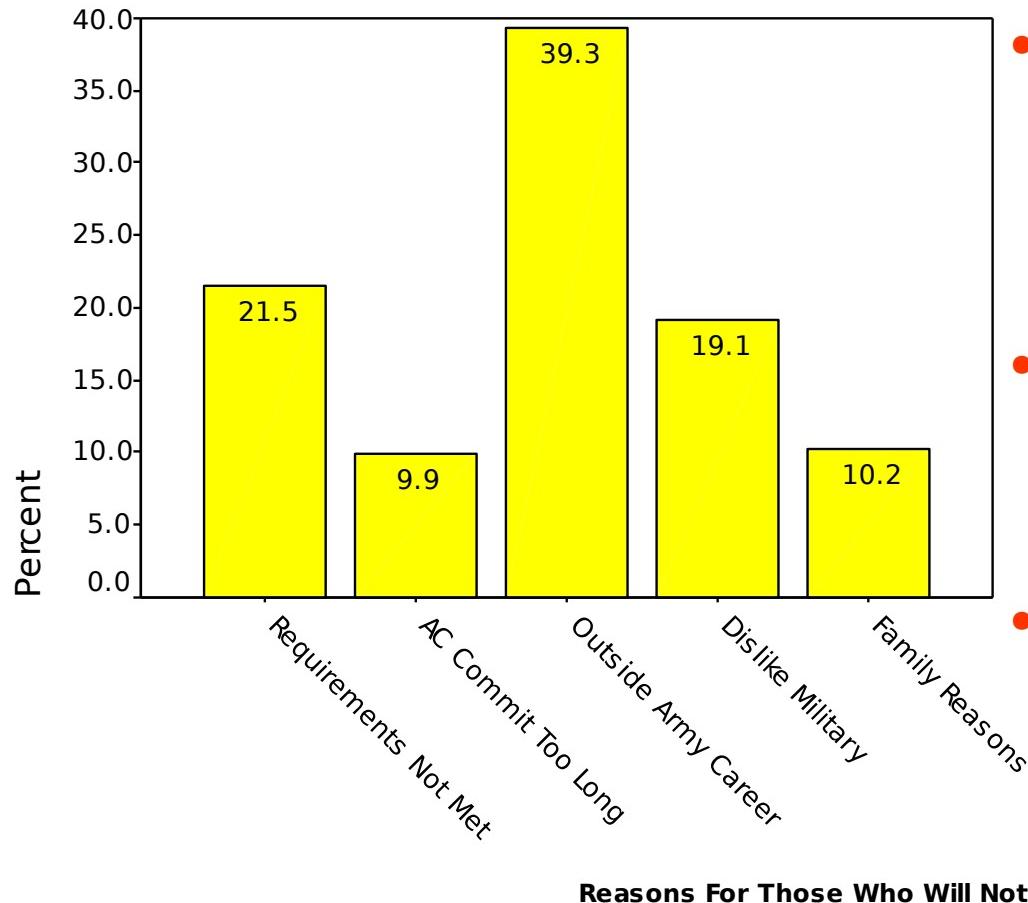
Friends and Family Positively Influence Contracting to Commission. Fellow Students^a Negatively Impact the Decision.

	Unstandardized Coefficients		Beta	t	Sig.
	B	Std. Error			
(Constant)	4.429	.172		25.744	.000
Parents	.202	.035	.213	5.777	.000
Family	.175	.037	.179	4.754	.000
Friends*	.291	.028	.291	10.219	.000
Fellow Students	9.912E-02	.036	-.086	-2.717	.007
Professors	3.634E-02	.035	.034	1.047	.295
Administration	5.424E-02	.039	-.049	-1.379	.168
City/Town	2.595E-02	.042	-.020	-.622	.534

a. Dependent Variable: CON_COMM

* Although cadets identify friends as influential, analysis demonstrates that friends negatively influence.

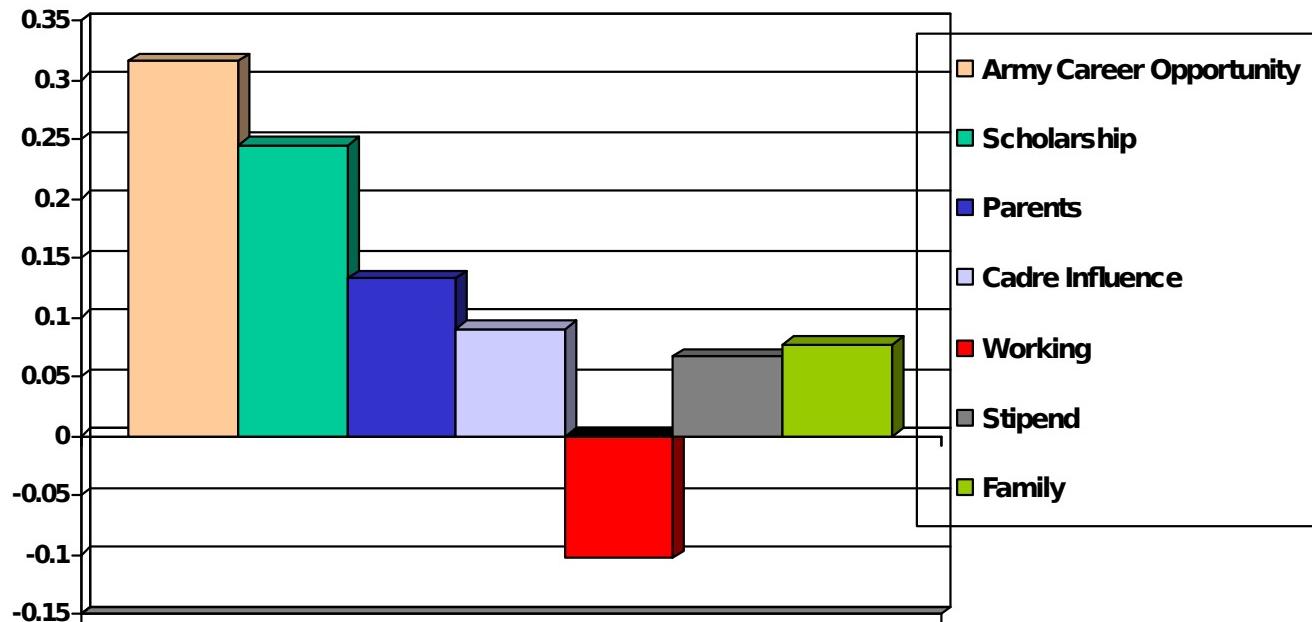
Why Cadets Are Not Contracting



- **Biggest reason for not contracting is the belief that there is more opportunity outside the Army.**
- **Did not meet requirements and “don’t like the military” were secondary.**
- **Service Commitment is relatively weak in dissuading cadets from contracting.**

	Frequency	Percent	Valid Percent
Do Not Meet the Requirements	65	21.5	21.5
Active Service Commitment Length	30	9.9	9.9
More Career Opportunity Outside Army	119	39.3	39.3
Don't Like the Military	58	19.1	19.1
Family Reasons	31	10.2	10.2
Total	303	100.0	100.0

Contracting is most influenced by cadet perceptions of opportunity

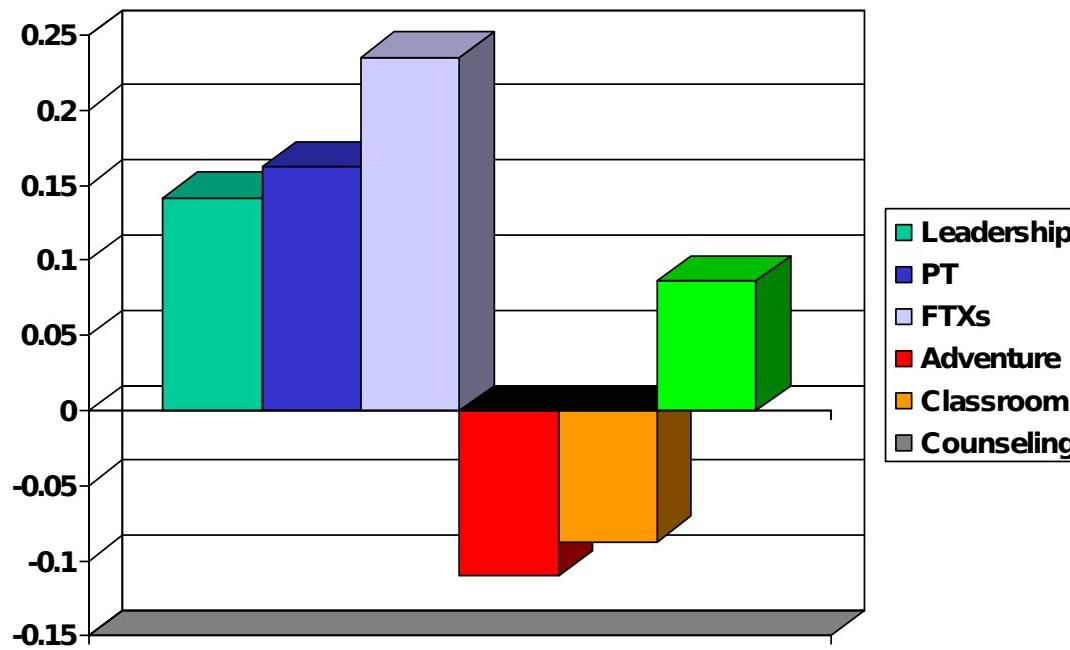


Contracting is most influenced by Perceptions of Career Opportunity in the Army, by Scholarships, and by Parents

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
7	(Constant)	1.650	.207	7.976	.000
	Career Opportunity in Army	.366	.031	11.684	.000
	ROTC Scholarship	.241	.026	9.397	.000
	Parents	.126	.031	4.100	.000
	Influence of Cadre	.100	.031	3.225	.001
	Working	-.116	.026	-4.517	.000
	Stipend	7.2E-02	.030	2.425	.015
	Family	7.6E-02	.032	2.405	.016

a. Dependent Variable: CON_COMM

Cadets Who Plan to Contract Prefer FTXs, PT and Leadership Instruction



IV Cadets Prefer to Learn and Contracting to Commission

	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	3.756	.335		11.198	.000
Leadership Instruction	.190	.055	.142	3.432	.001
PT	.185	.038	.162	4.877	.000
FTXs	.341	.059	.235	5.784	.000
Adventure Training	-.144	.053	-.110	-2.732	.006
Classroom Instruction	-.127	.052	-.087	-2.427	.015
Counseling	9.875E-02	.042	.086	2.327	.020

a. Dependent Variable: CON_COMM

Summary of MS2 Retention:

✓ Who influences the contracting decision:

- Cadets say that friends influence the decision to contract.
- However, the reality is that those cadets who indicate that family influence are more likely to contract, therefore, friends do not necessarily influence positively to contract.
- The environment (fellow students, faculty, etc.) of cadets negatively impacts on contracting and commissioning.

✓ Why cadets contract:

- Cadets contract when they believe the Army is a stepping stone to a civilian career.
- Cadets like those activities that are unlike those of the general educational experience, e.g., FTXs, hands on training, etc.

✓ Why cadets do not contract:

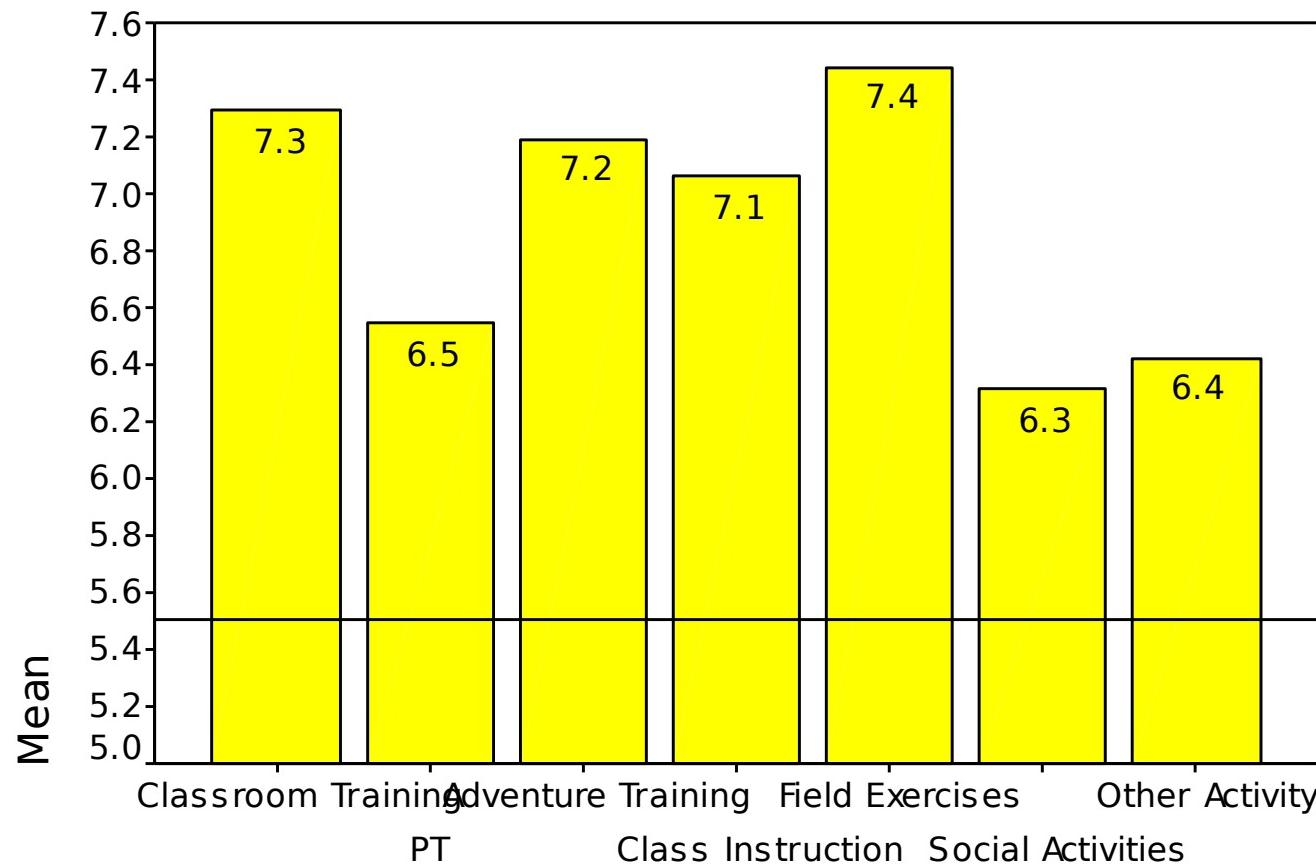
- Cadets convinced that being an Army officer does

General Impressions of ROTC:

- **ROTC activities ratings.**
- **Classroom space, cadre, library materials, and training materials.**
- **Cadets' evaluation of cadre.**
- **Cadet's evaluation of the overall course.**

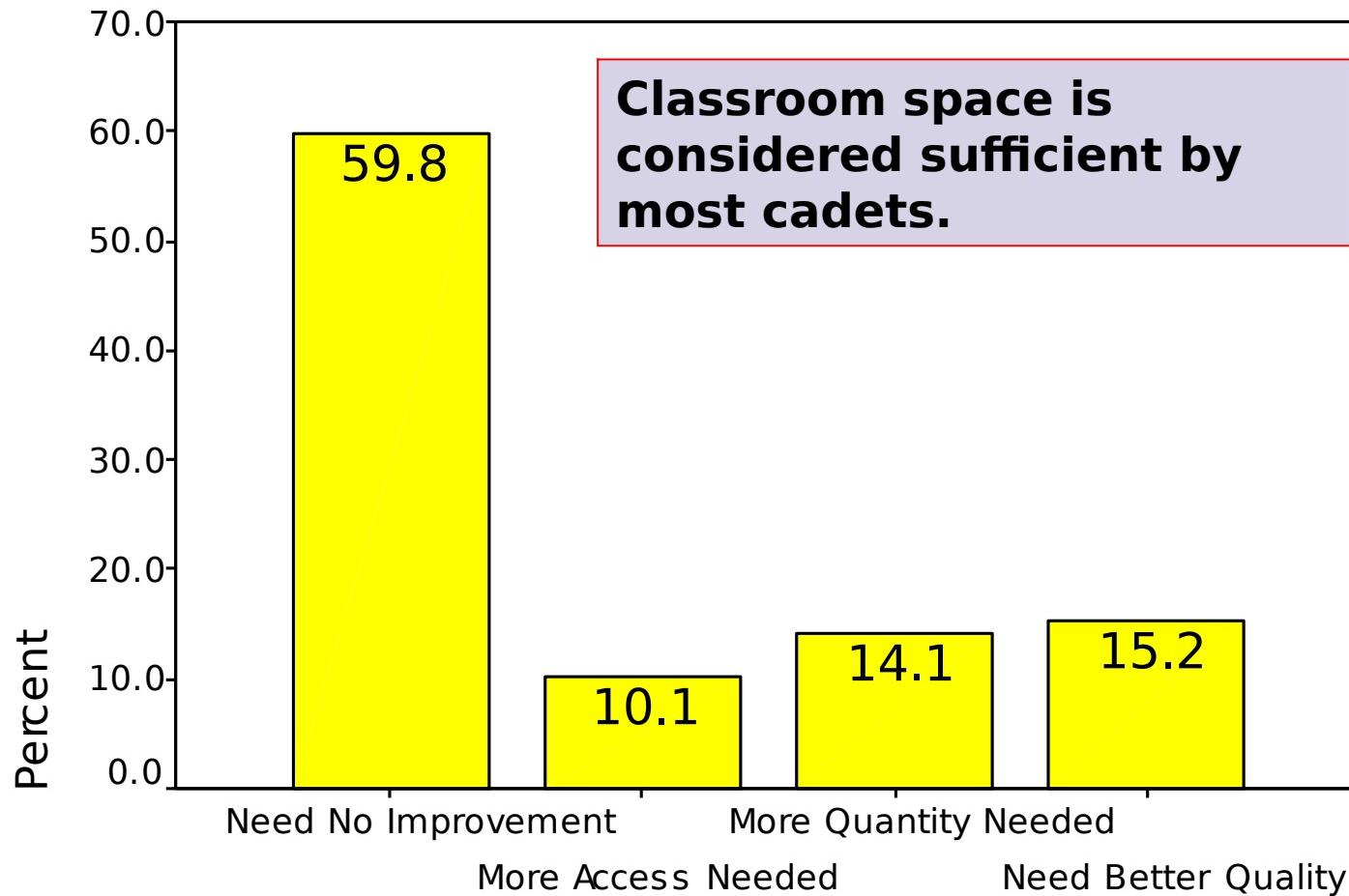
ROTC Activities Ratings

All positive, especially field exercises



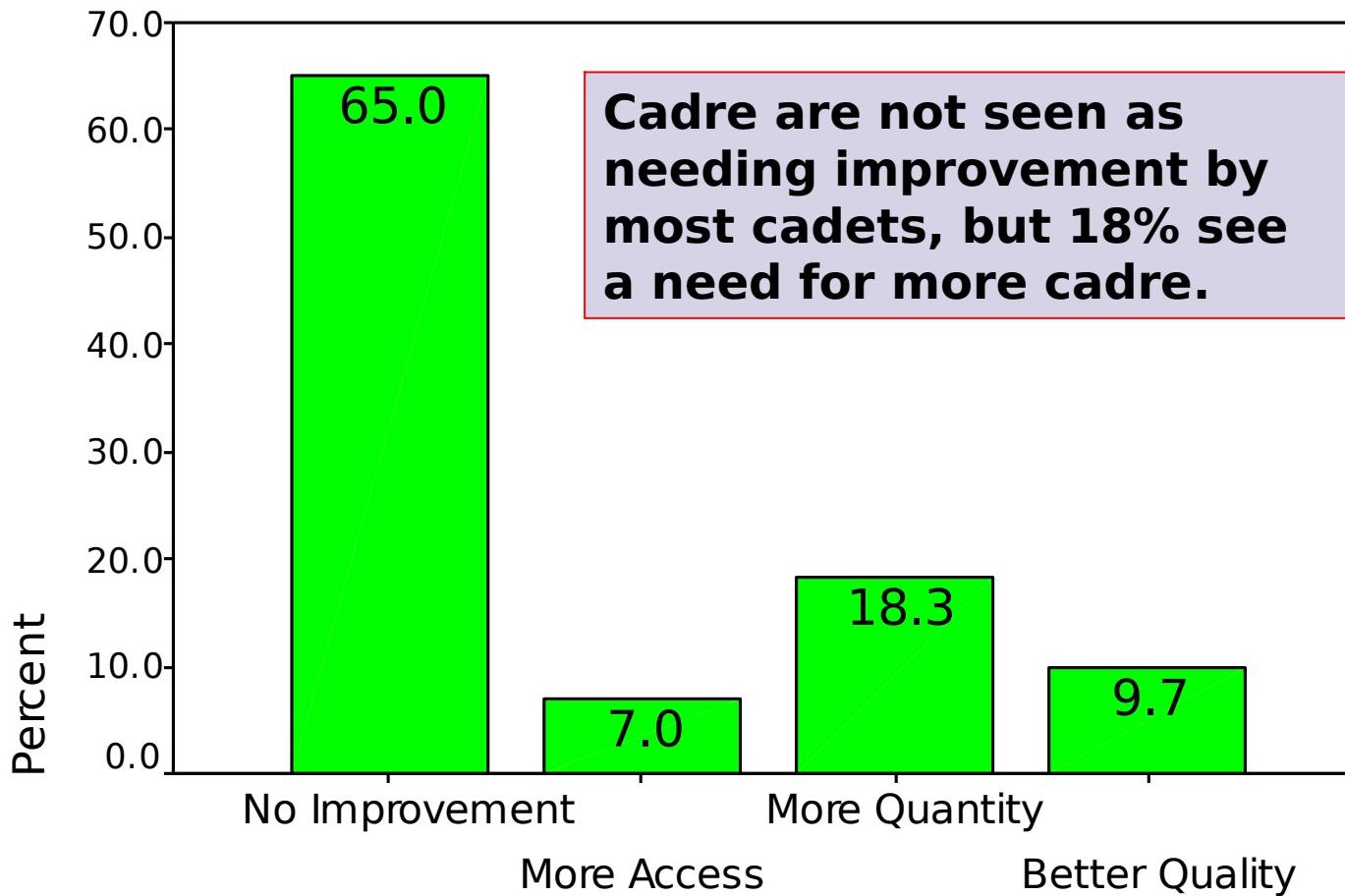
Any Improvements in ROTC OnCampus

Classroom Space



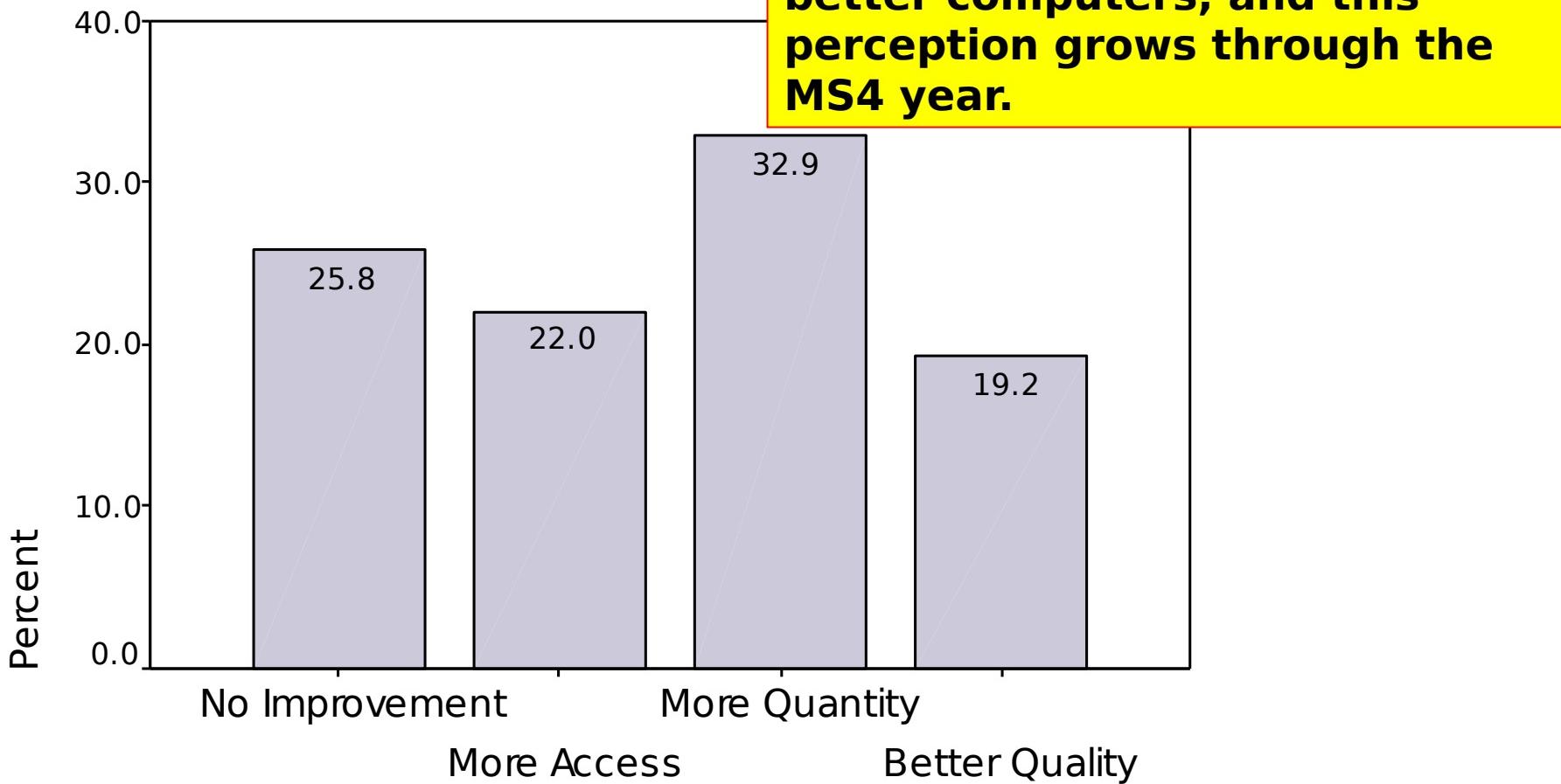
Any Improvements in ROTC OnCampus

Cadre



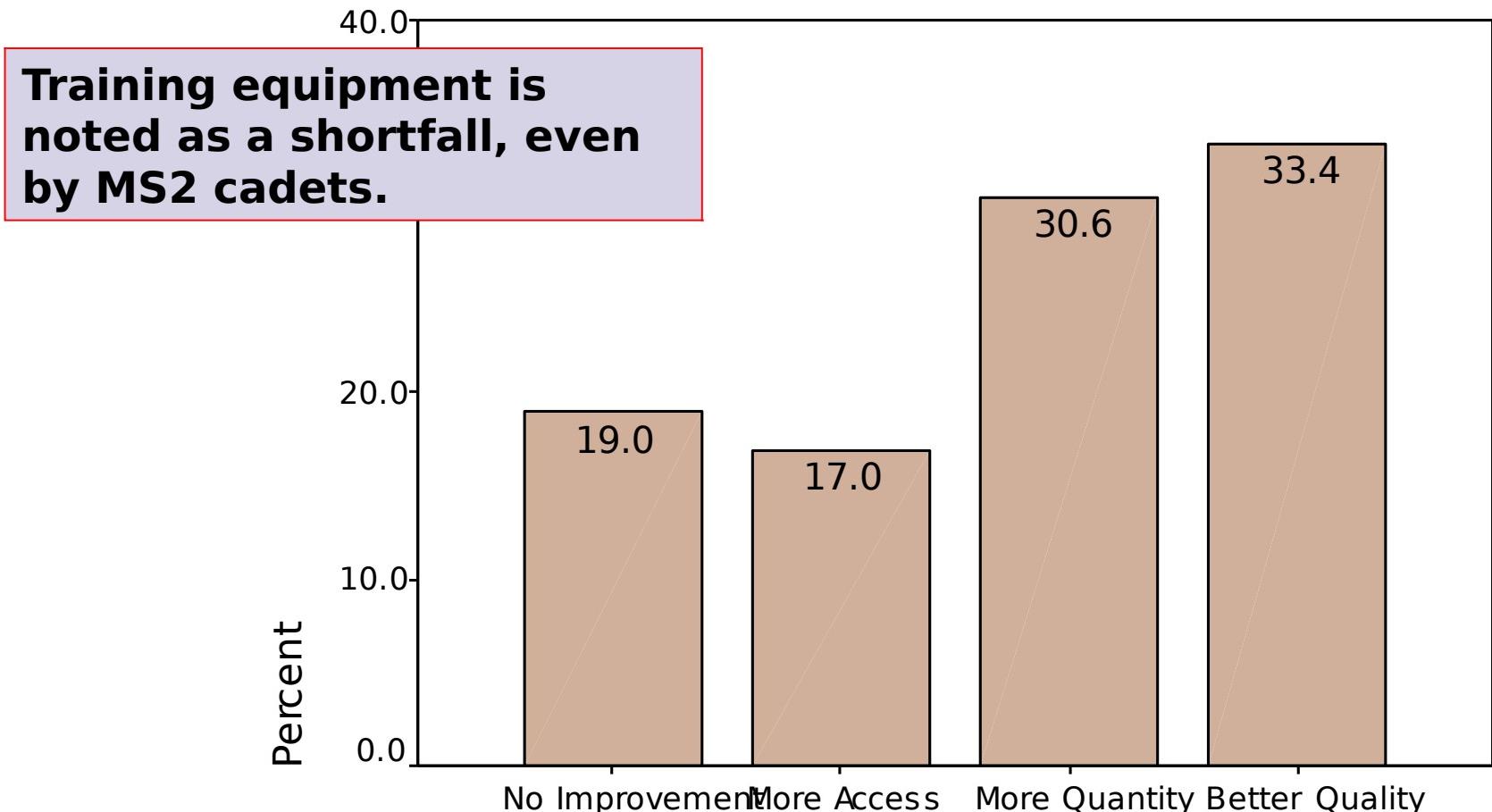
Any Improvements in ROTC OnCampus

Computers for ROTC



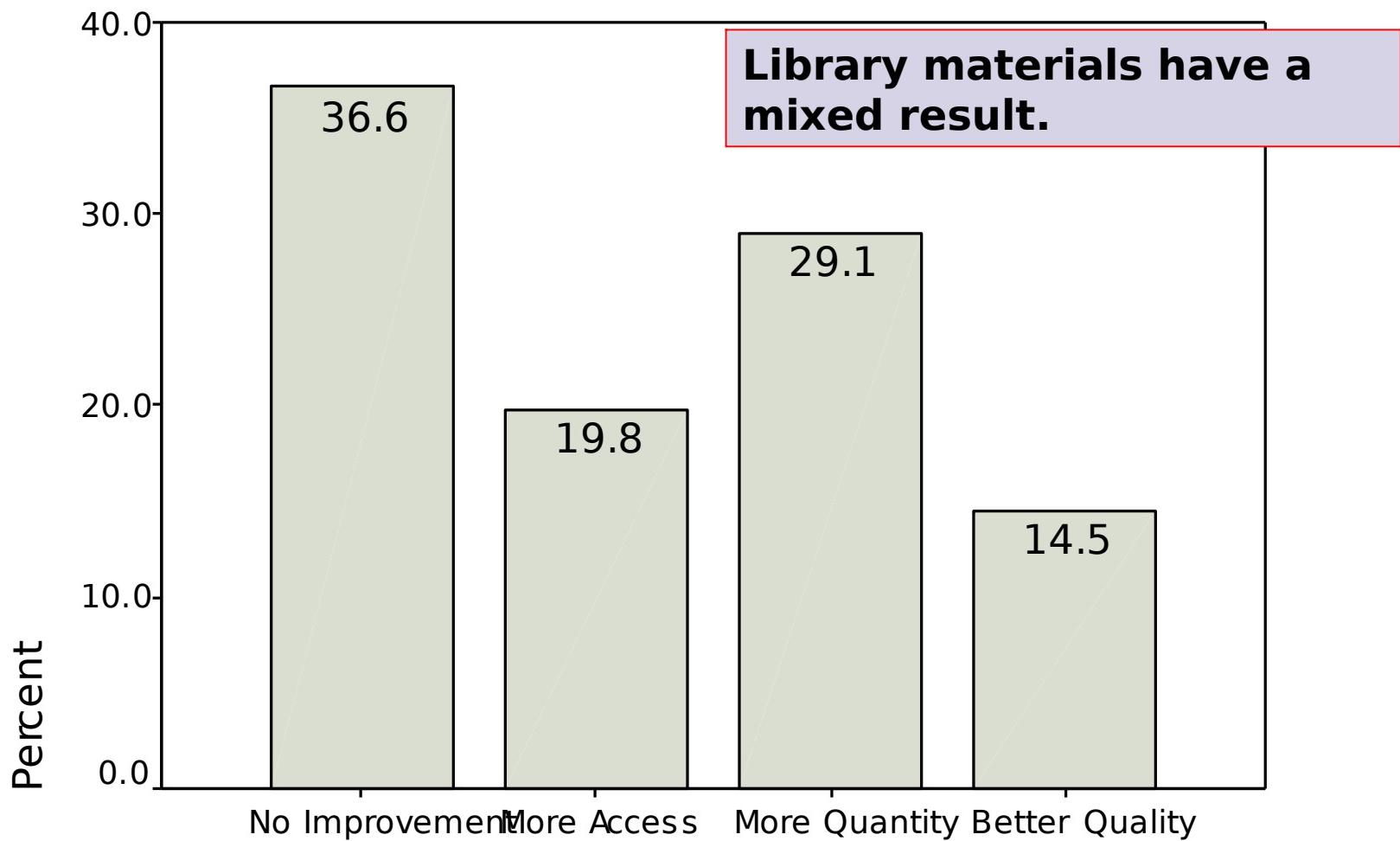
Any Improvements in ROTC OnCampus

Training Equipment



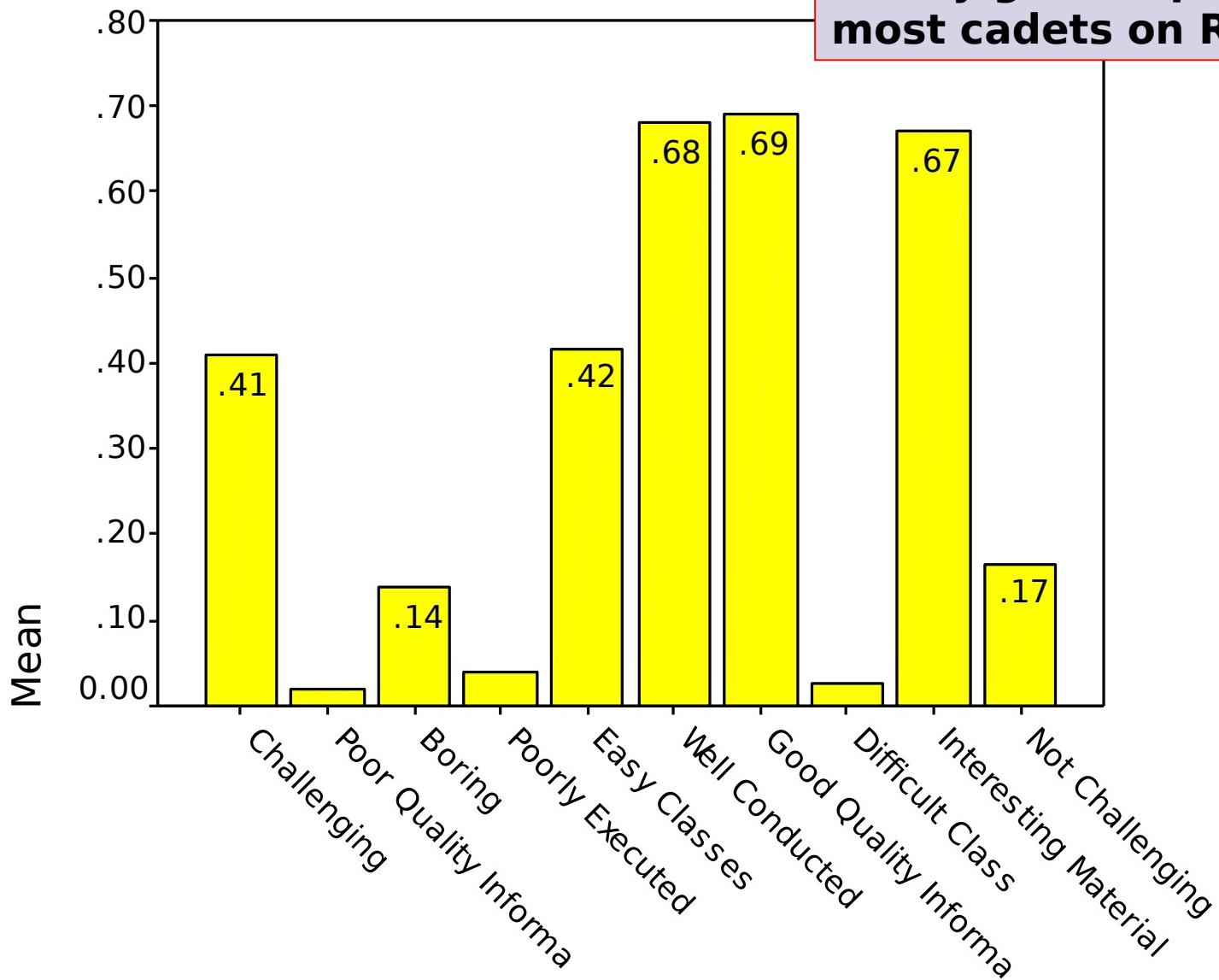
Any Improvements in ROTC OnCampus

Library Materials

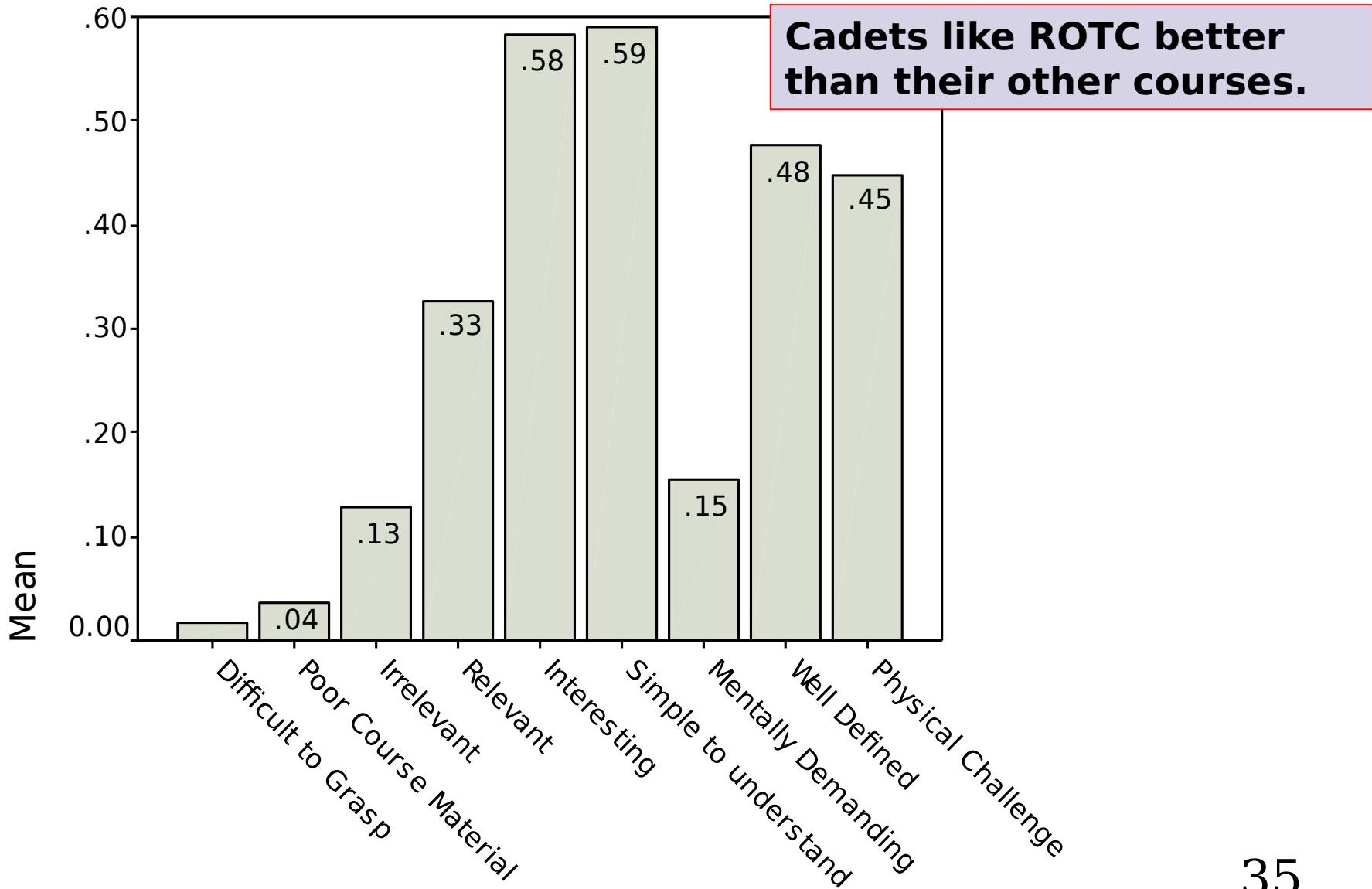


ROTC Courses Are...?

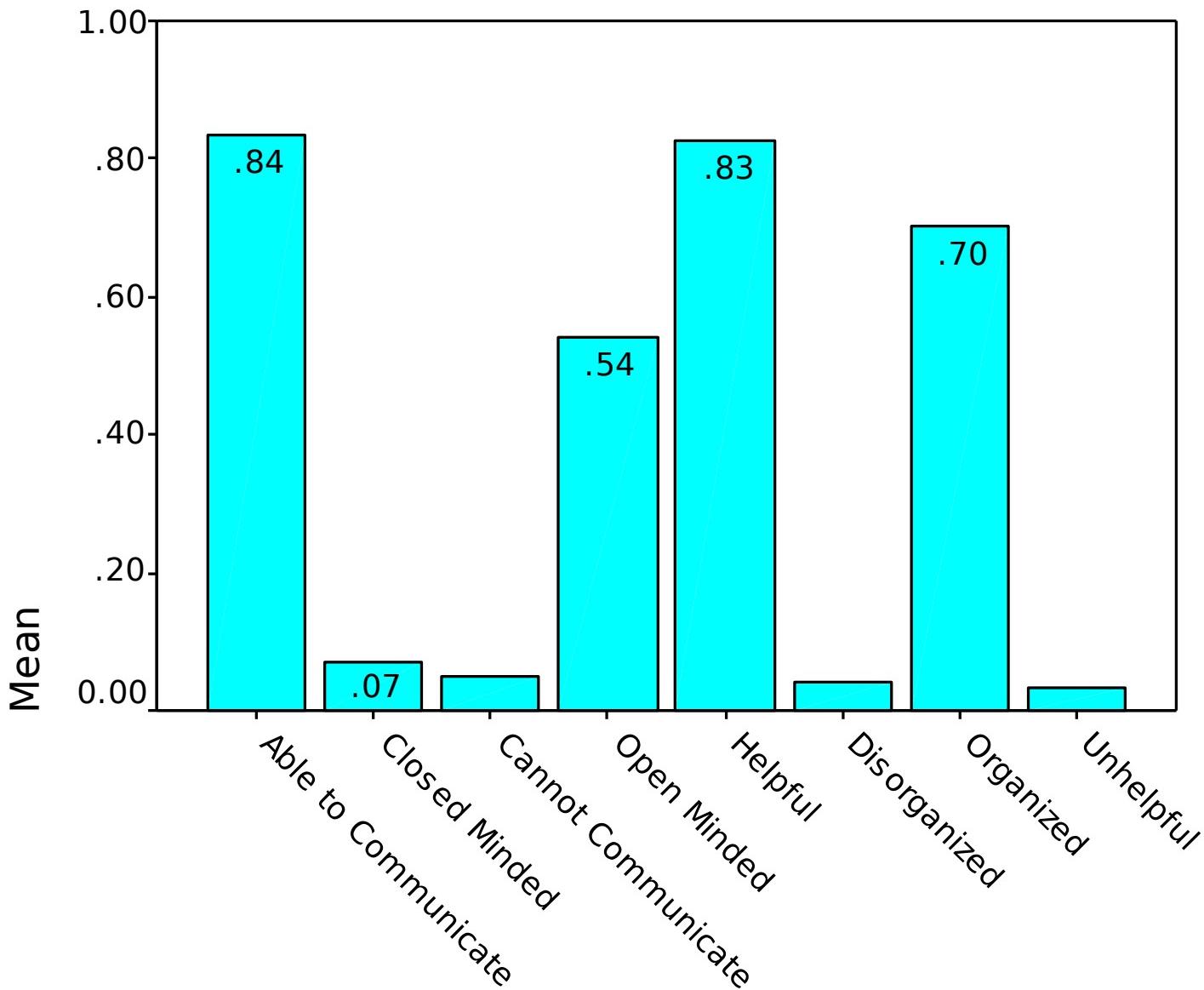
A very good report card by most cadets on ROTC.



ROTC Coursework Compared to Other College Courses



ROTC Cadre Are.....



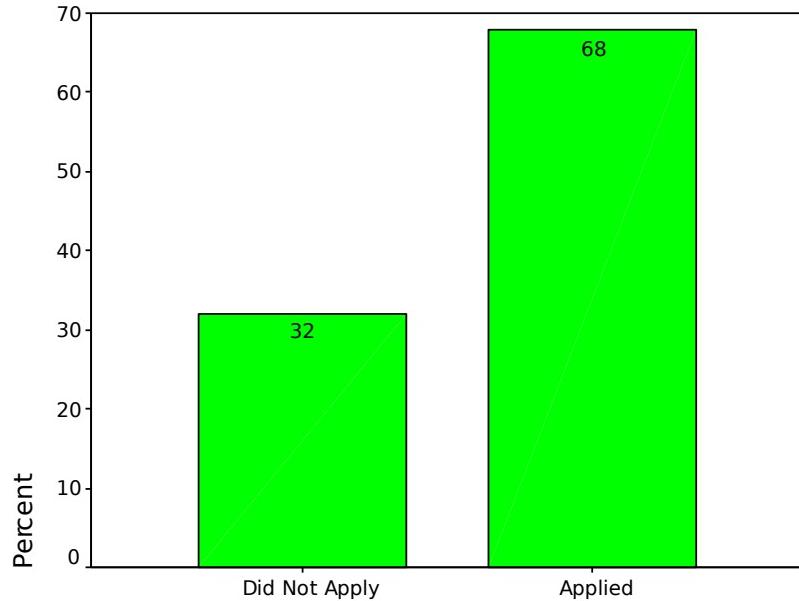
Summary of MS2 Impressions of ROTC:

- ✓ **Classroom space and cadre are OK, and library materials are not too bad.**
- ✓ **Cadets see a great need for improvement of training materials.**
- ✓ **Cadets see a need for improved computer capacity.**
- ✓ **ROTC course of instruction gets a very high review from cadets.**
- ✓ **Perception of cadre generally positive.**

Scholarships and Financing:

- Number Applying for a Scholarship**
- Number Awarded and Type**
- Impact of Getting a Scholarship on Continuing R**
- Importance of Scholarship to Remaining in Scho**
- Cadet Finances**
- Cadets Working**

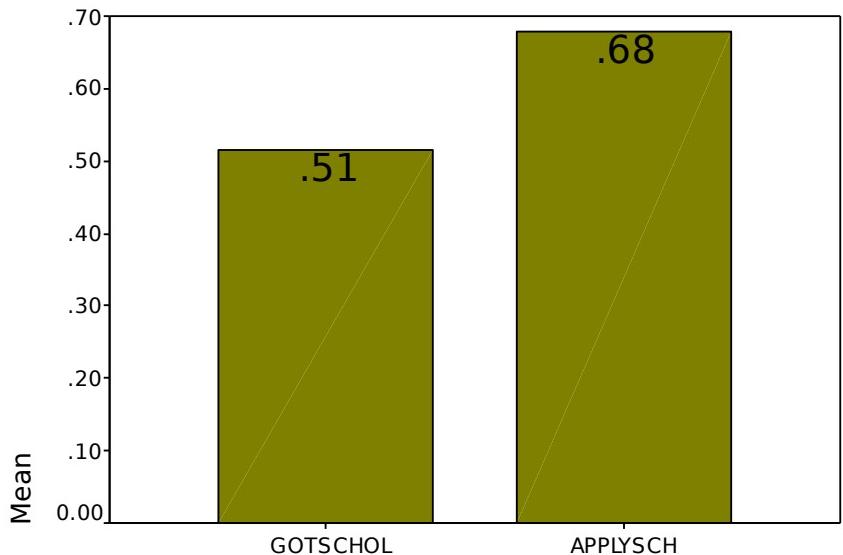
Most Applied for a Scholarship



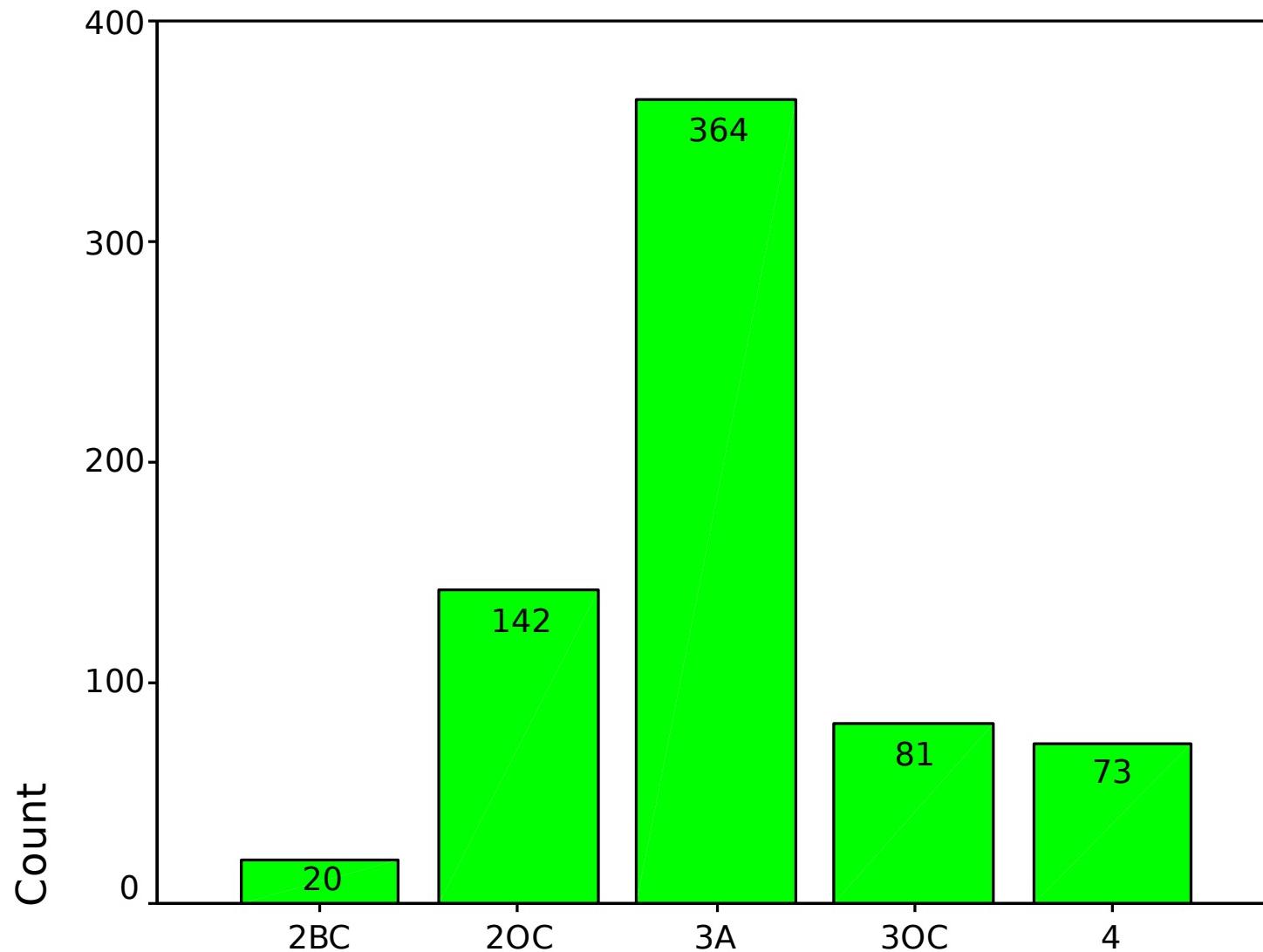
Most cadets applied for a scholarship. About 25% of those who applied did not get one.

Most Who Applied Got a Scholarship

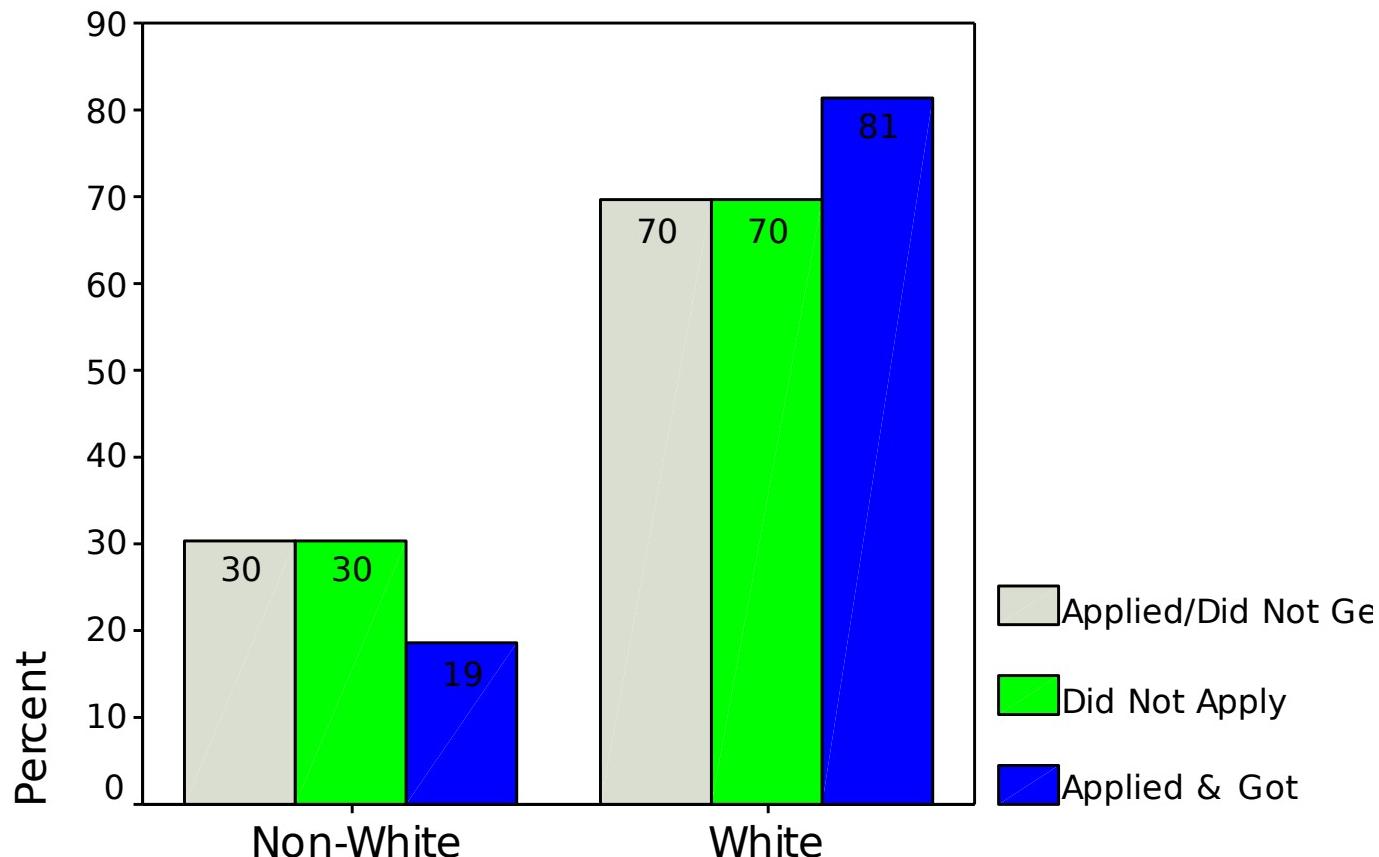
About On-Quarter Did Not However



Scholarship Distribution

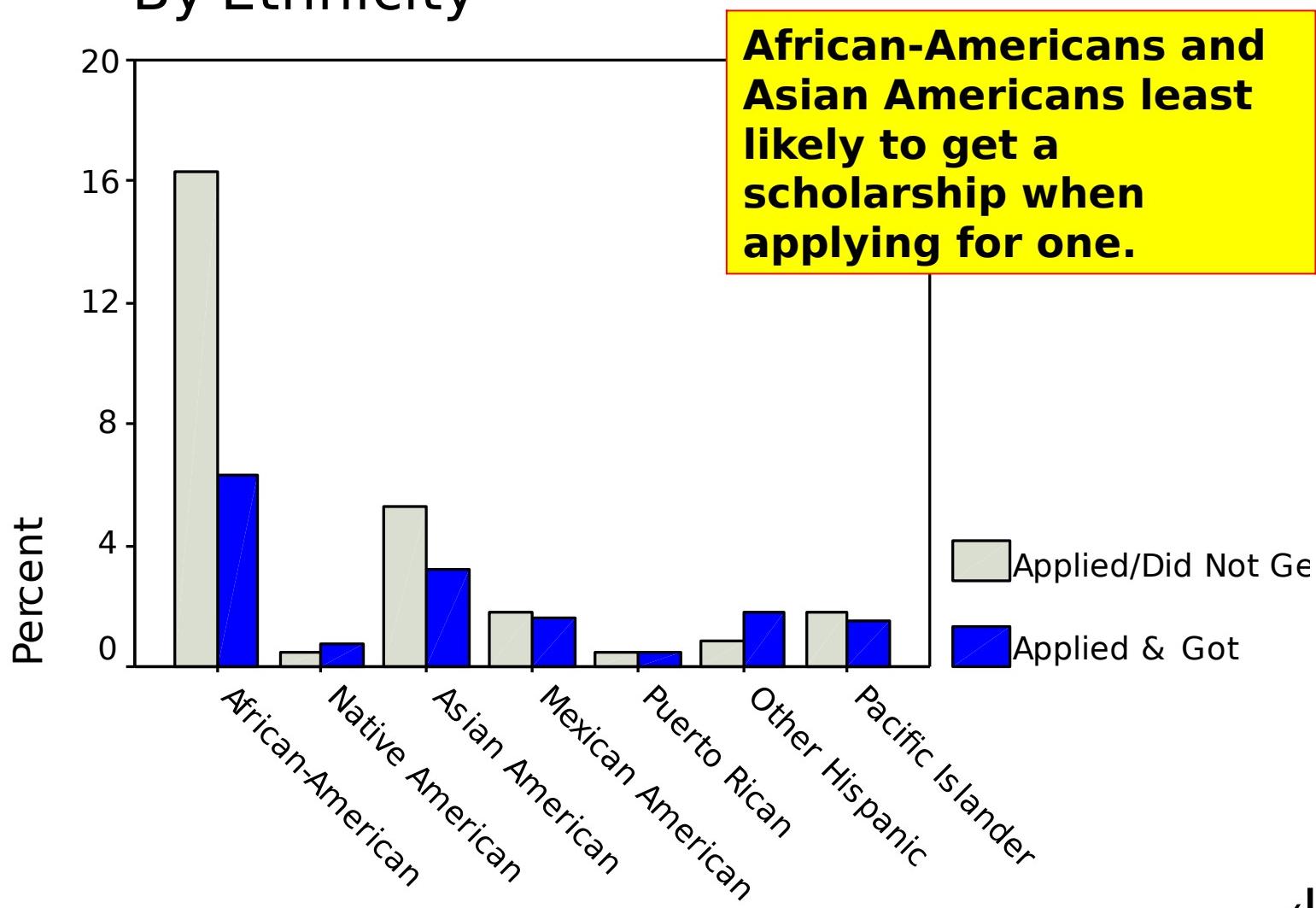


Whites Significantly Higher Satisfaction Rate in Acquiring ROTC Scholarships



Scholarship Satisfaction

By Ethnicity



Model Summary - Scholarship Years and Relationship to Commissioning

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.504 ^a	.254	.254	3.02

a. Predictors: (Constant), YRSCHOLR

Coefficients^b

Model		Unstandardized Coefficients		Standardized Coefficients Beta	t
		B	Std. Error		
1	(Constant)	5.860	.116		50.339
	Years of Scholarship	1.180	.056	.504	21.241

a. Dependent Variable: CON_COMM

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	4103.628	1	4103.628	451.253	.000 ^a
	Residual	2031.160	1323	9.094		
	Total	6134.788	1324			

a. Predictors: (Constant), YRSCHOLR

b. Dependent Variable: CON_COMM

Not just scholarships, but the number of years of scholarship award impacts the decision to continue to commission.

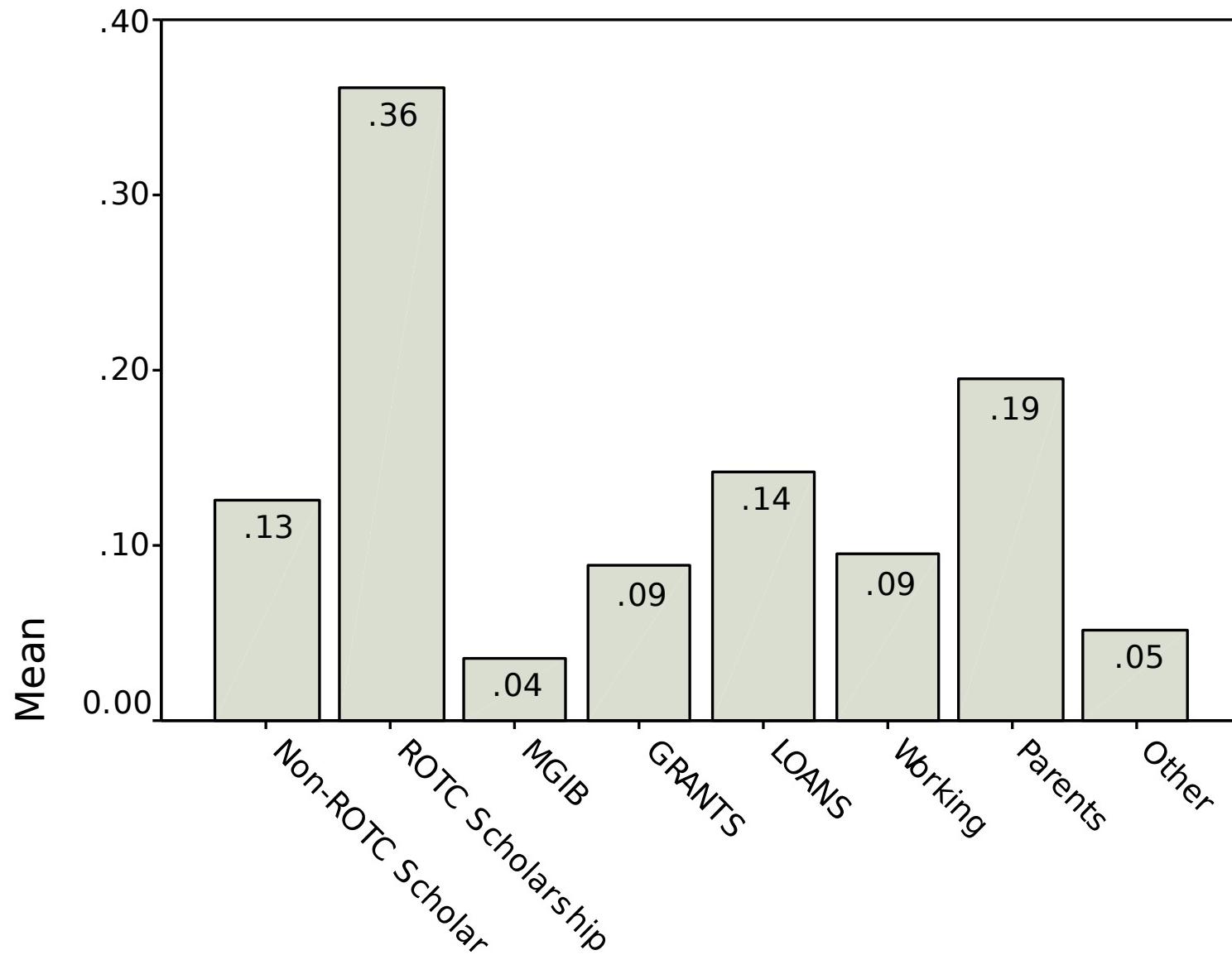
Scholarships generally, and particularly longer term scholarships have a substantial impact on contracting, but FTXs are the strongest single impact.

Impact on Contracting to Commission

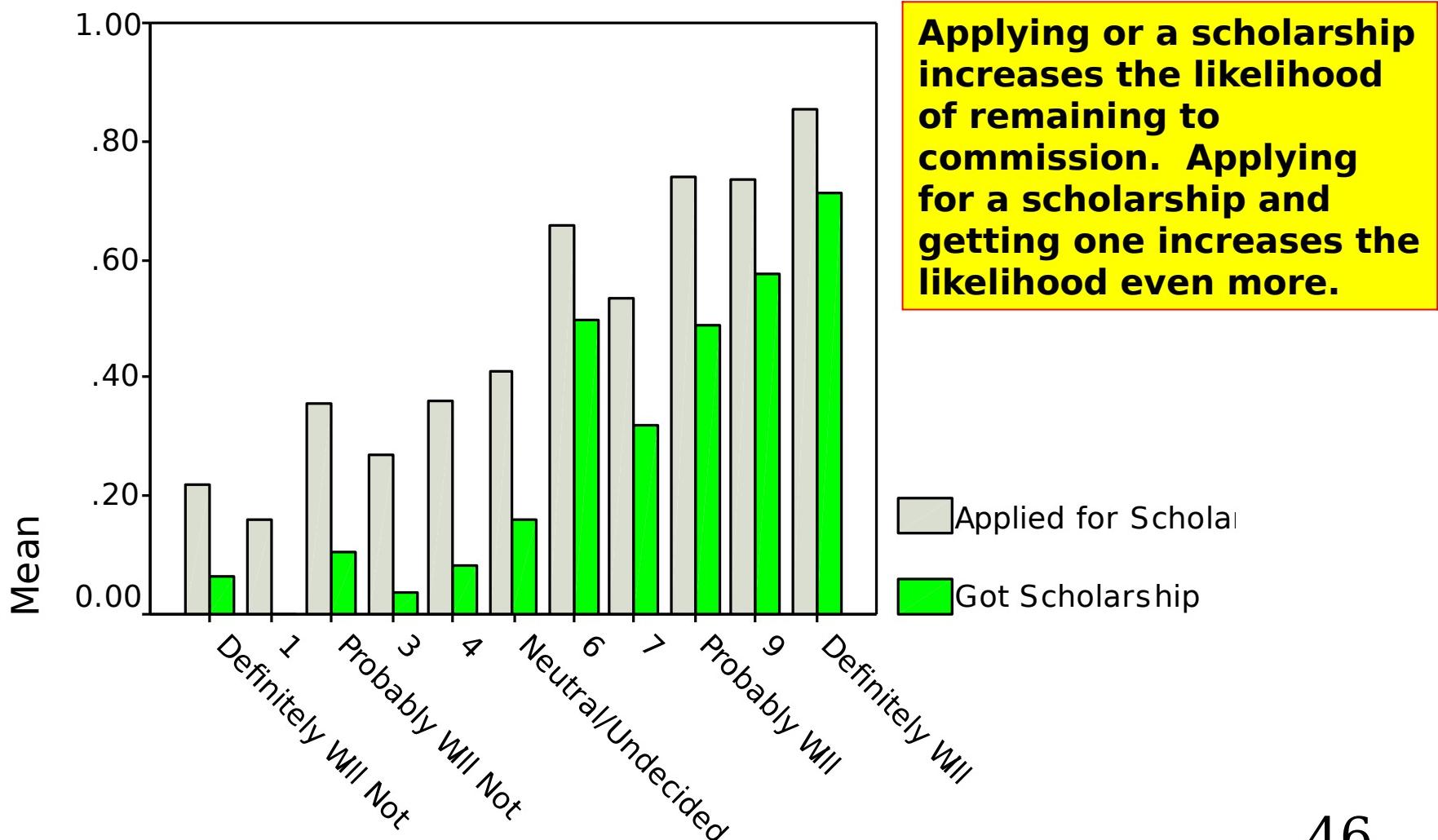
	Unstandardized Coefficients		Beta	t	Sig.
	B	Std. Error			
(Constant)	5.405	.431		12.533	.000
Years of Scholarship	.430	.102	.153	4.218	.000
Parents	2.264E-02	.020	.046	1.133	.258
Friends	3.137E-02	.024	-.061	-1.285	.199
Cadre	4.511E-02	.028	.077	1.583	.114
FTXs	.173	.032	.220	5.407	.000
Father in Military	3.348E-02	.121	.010	.278	.781
Scholarships	.108	.032	.127	3.378	.001

a. Dependent Variable: CON_COMM

How Cadets Pay for School

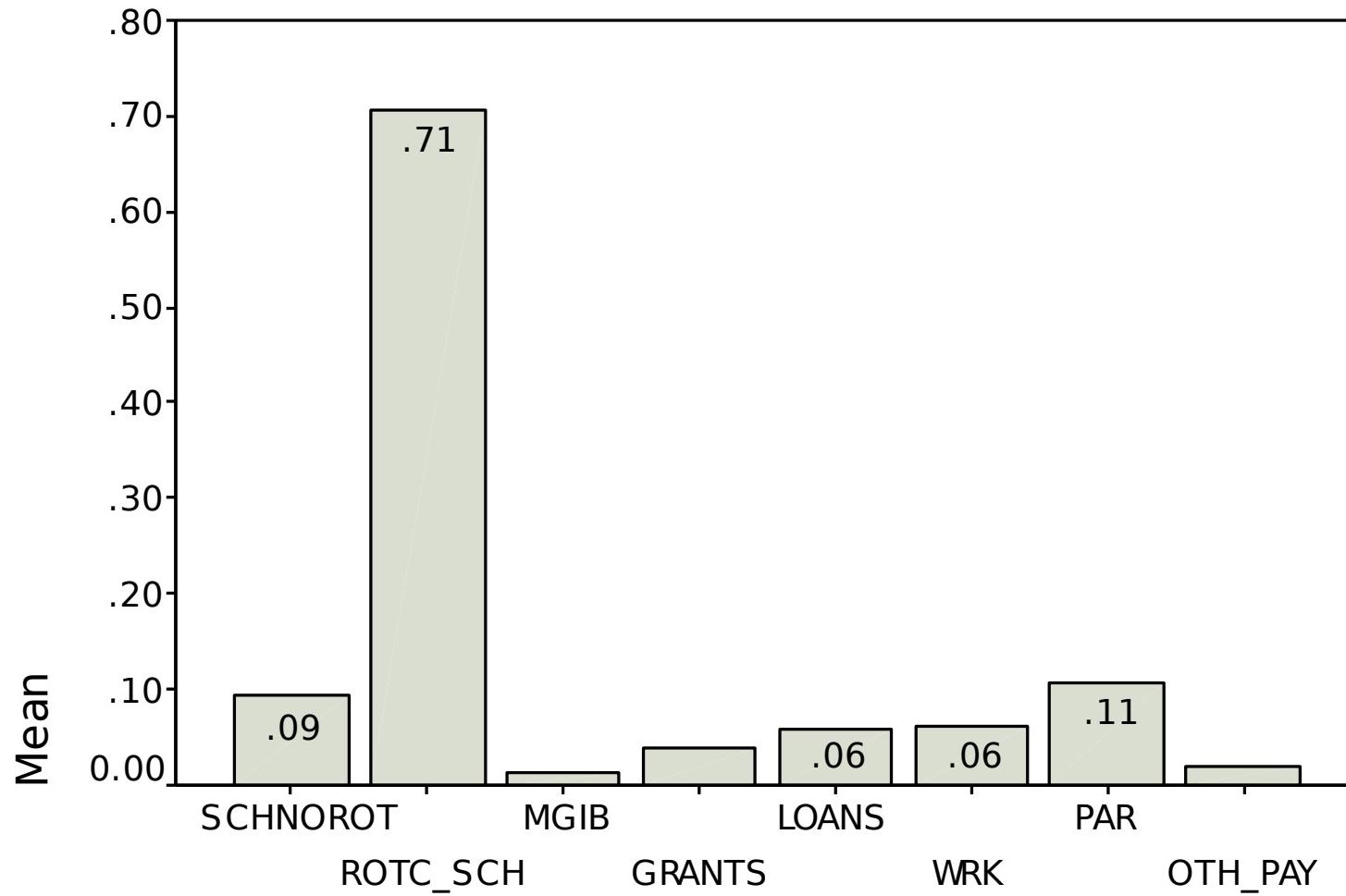


Comparing Will Commission With Whether Cadet Applied for and Got a Scholarship



For Scholarship Cadets ROTC Pays

About 71 Percent of the Costs of School



Relations - How Cadets Pay For School and Contracting to Commission

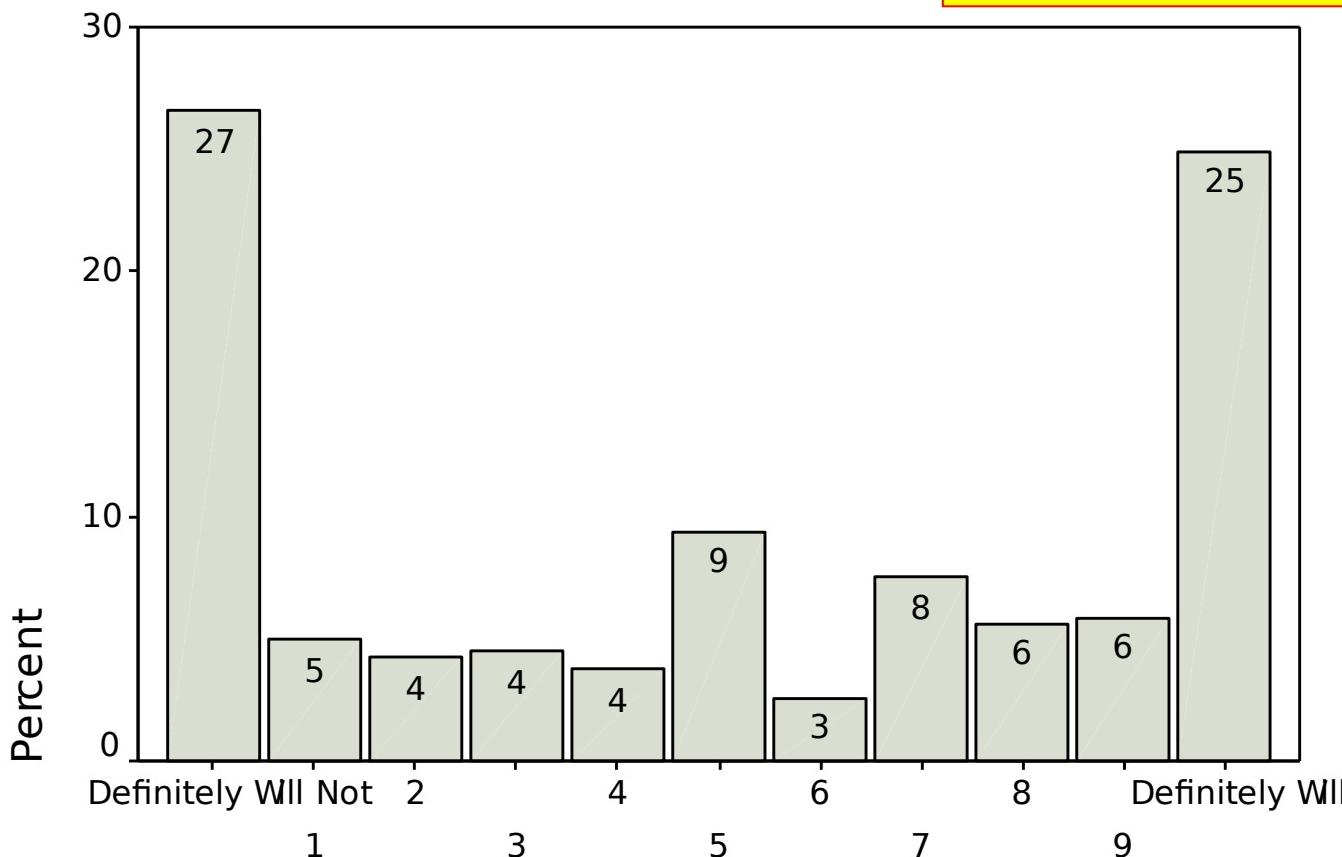
		<i>Contracting to Commission</i>
Non-ROTC Scholarship	Pearson Correlation	-.179
	Sig. (2-tailed)	.000
	N	1153
ROTC Scholarship	Pearson Correlation	.481
	Sig. (2-tailed)	.000
	N	1325
Montgomery GI Bill	Pearson Correlation	.044
	Sig. (2-tailed)	.113
	N	1325
GRANTS	Pearson Correlation	-.140
	Sig. (2-tailed)	.000
	N	1325
LOANS	Pearson Correlation	-.160
	Sig. (2-tailed)	.000
	N	1325
Working	Pearson Correlation	-.079
	Sig. (2-tailed)	.004
	N	1325
Parents	Pearson Correlation	-.216
	Sig. (2-tailed)	.000
	N	1325
Other sources	Pearson Correlation	-.103
	Sig. (2-tailed)	.000
	N	1325

Generally, sources of financial aid outside ROTC have a negative impact on contracting. This means that the more cadets are financially tied to ROTC, the better the chance of retaining them to commission.

Plan to Stay to Commission

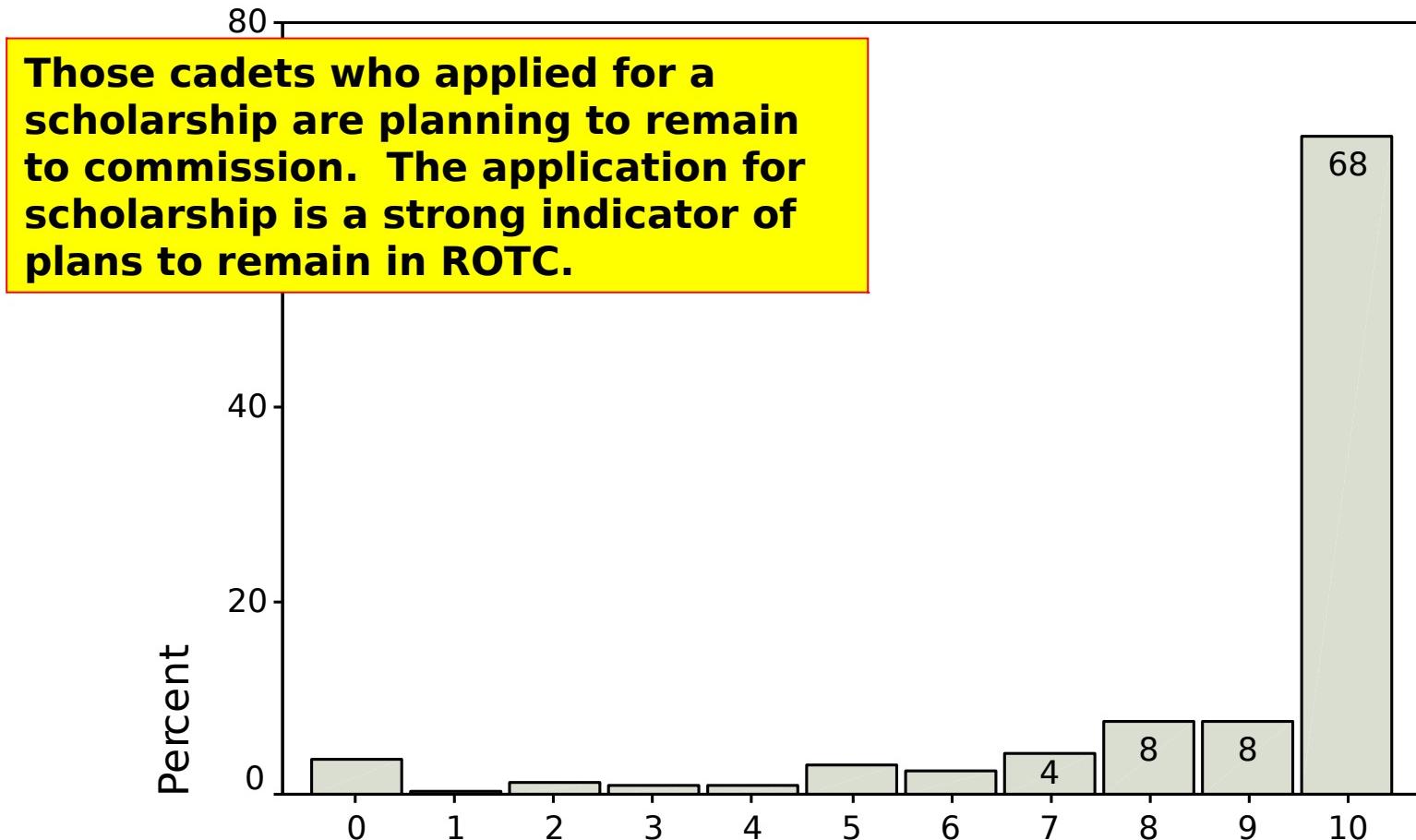
Did Not Apply For Scholarship

Those cadets who did not apply for a scholarship cannot be counted upon to remain to commission.



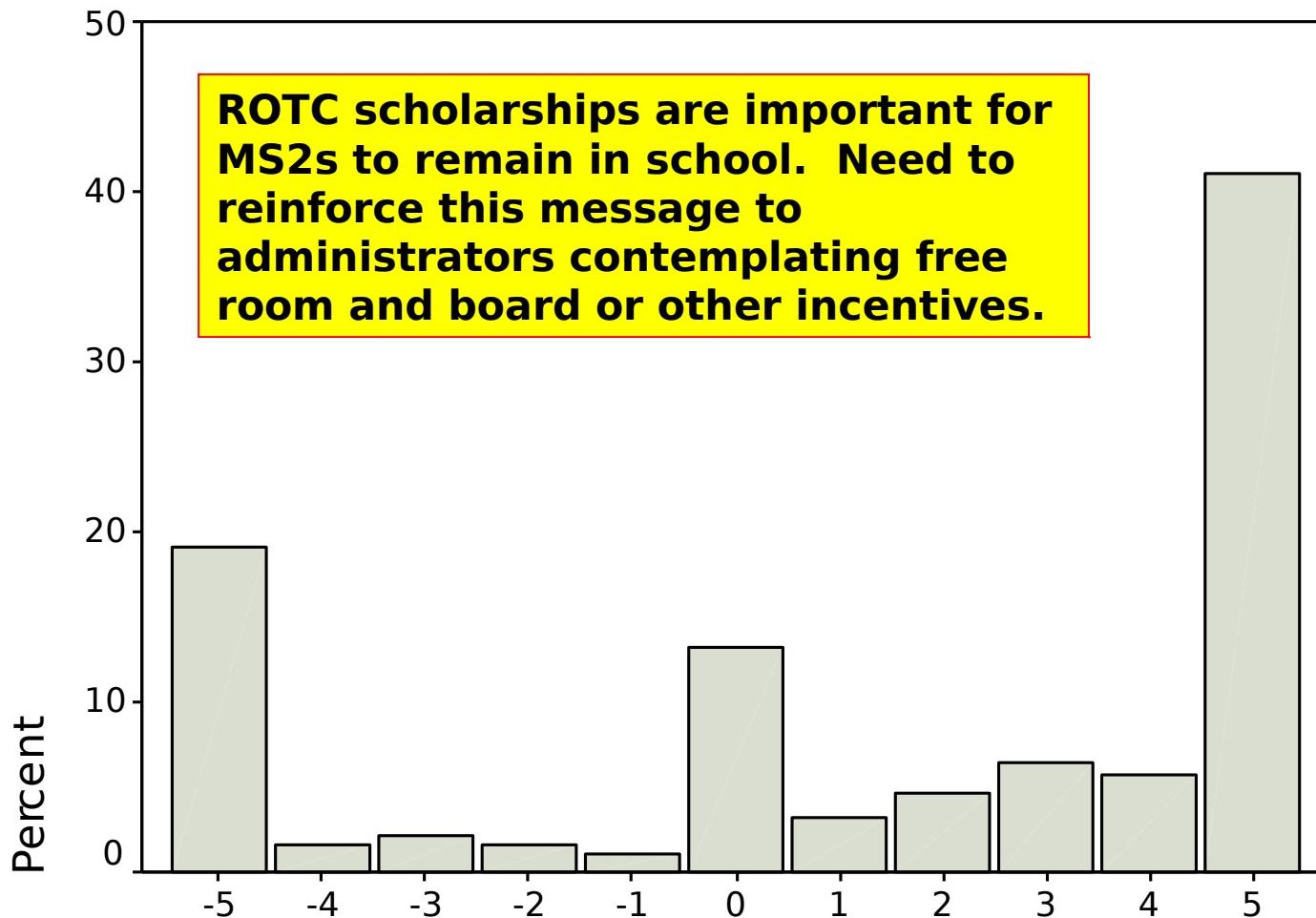
Will Stay to Commission

Applied for Scholarship



Those cadets who applied for a scholarship are planning to remain to commission. The application for scholarship is a strong indicator of plans to remain in ROTC.

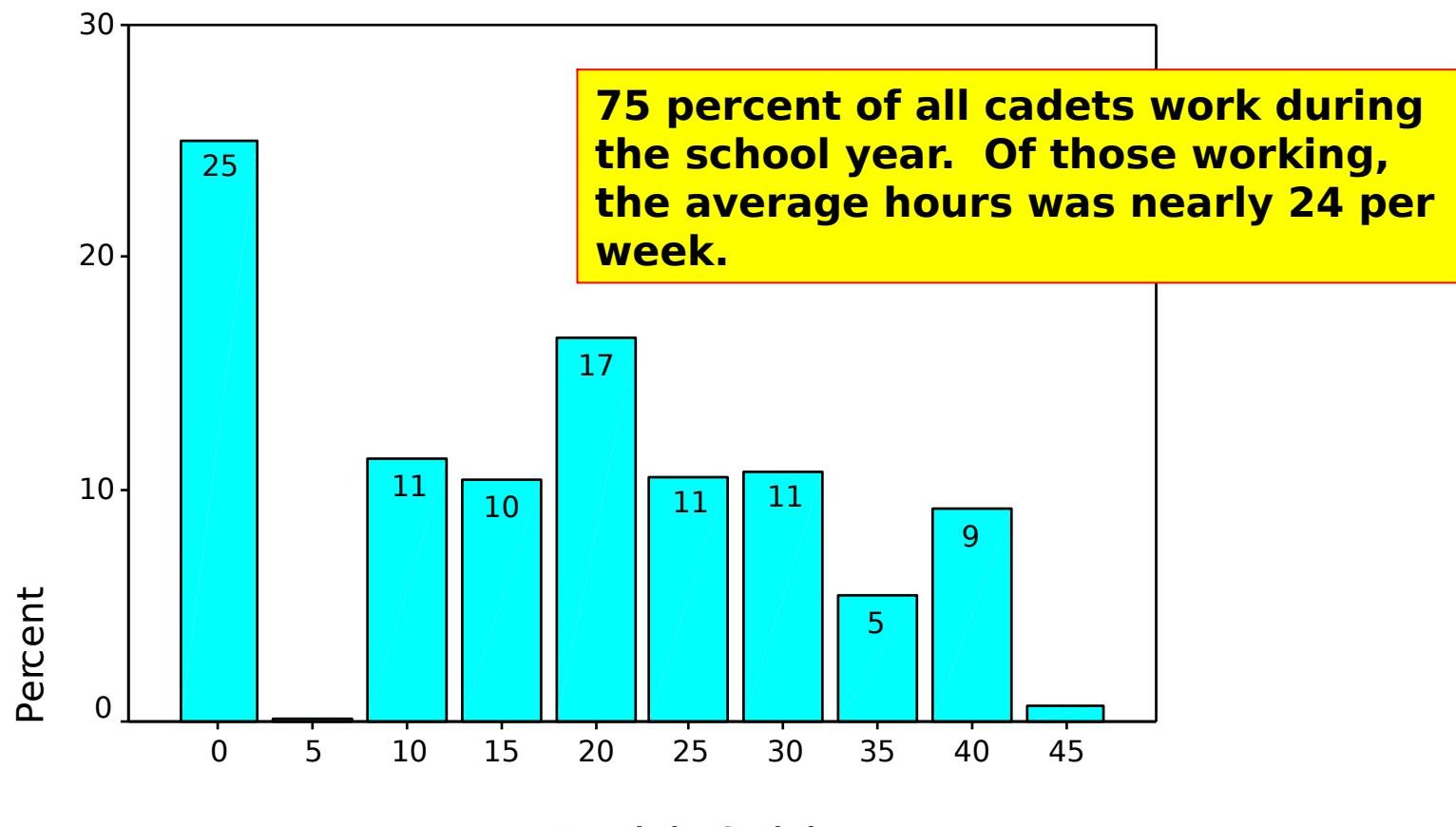
Impact of Scholarship On Staying in School



Not Important = -5; Neutral = 0; Very Important = 5

Hours Worked During the School Year

All Cadets

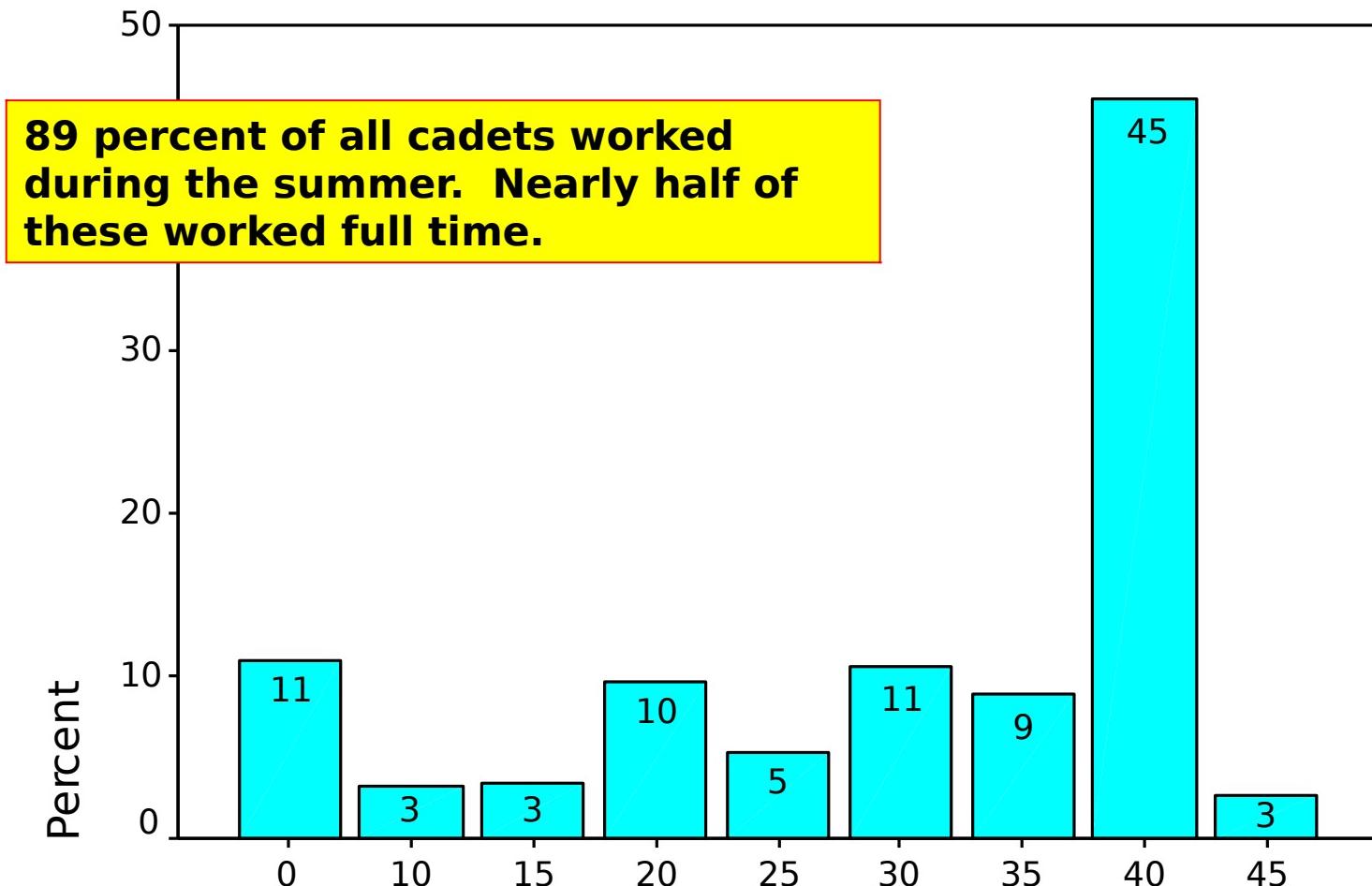


Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
ENR_WRK	993	5	45	23.68	9.70
Valid N (listwise)	993				

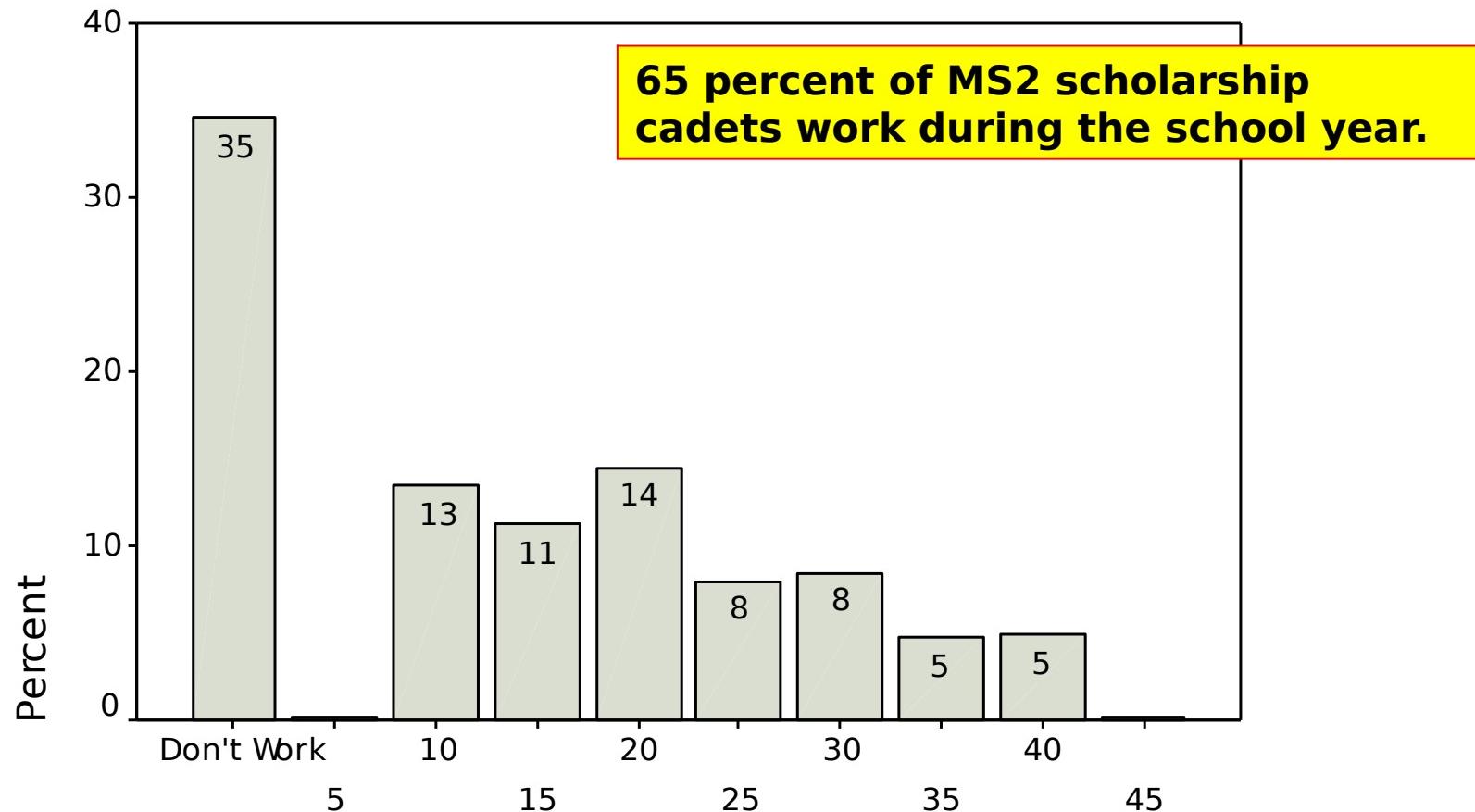
Hours Worked in Summer

All Cadets



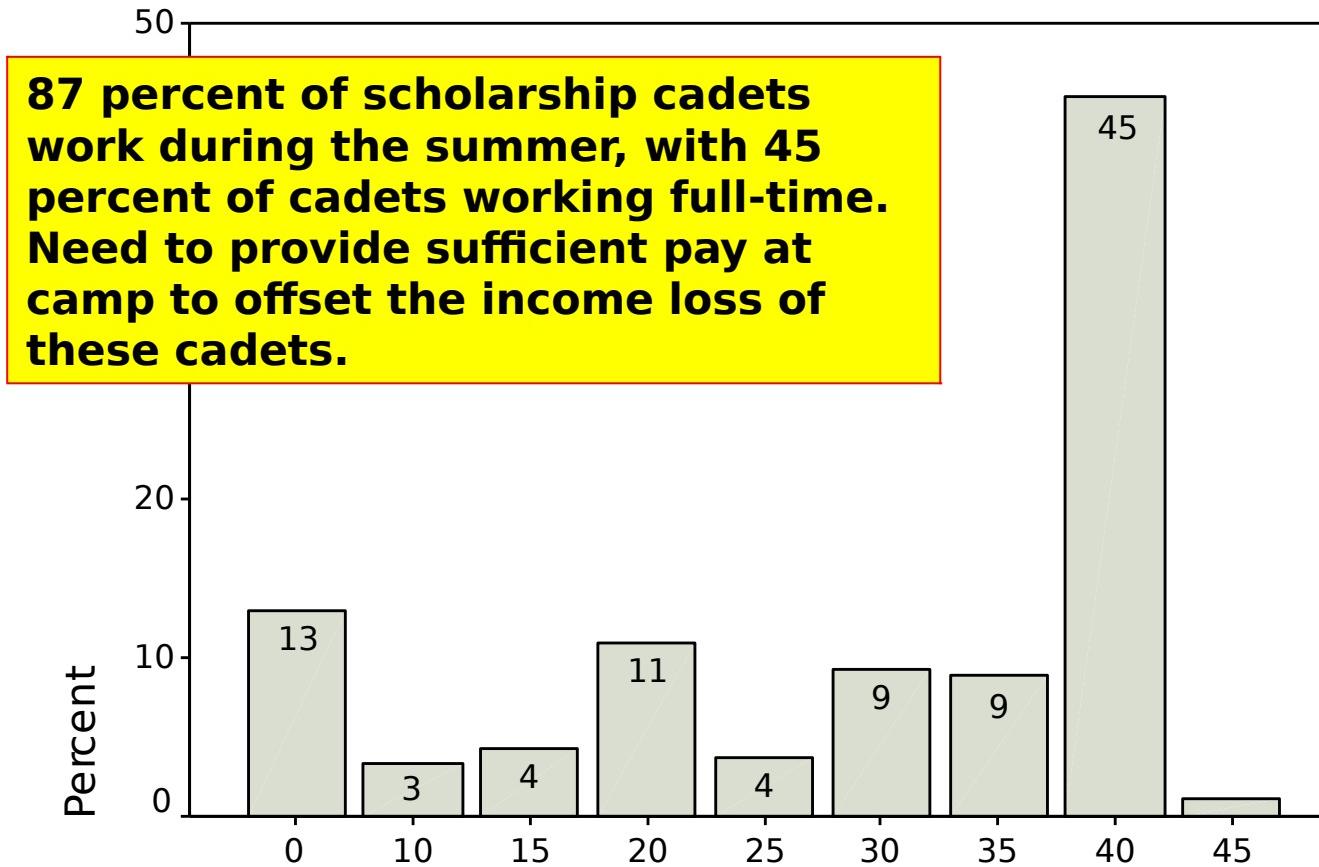
Number of Hours Worked During the School Year

Scholarship Only

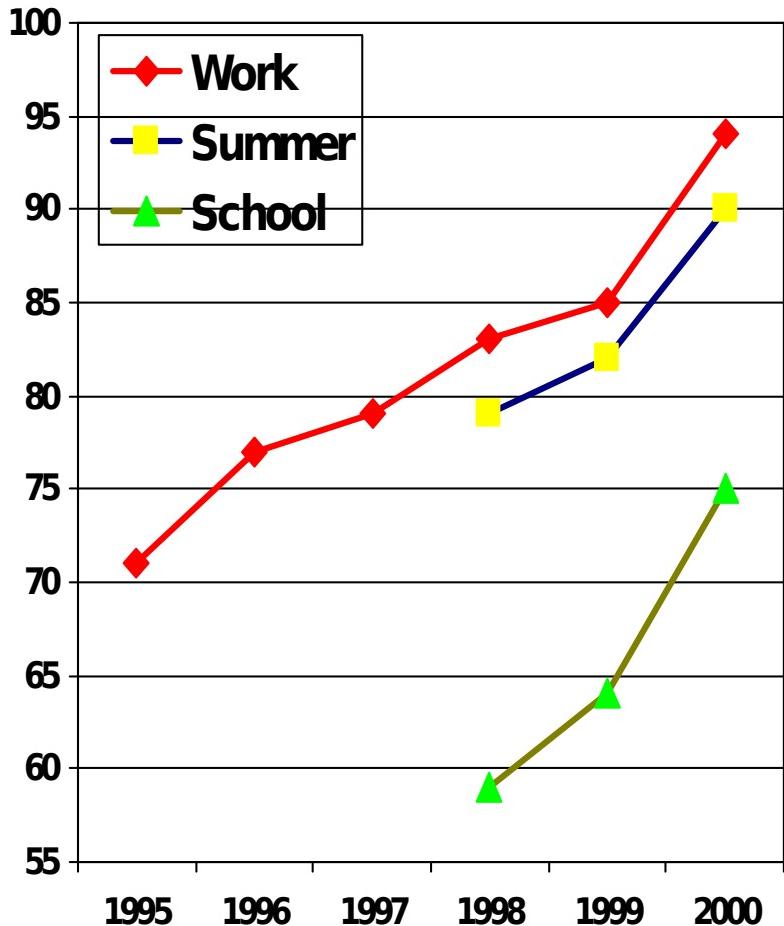


Number of Hours Worked During the Summer

Scholarship Only



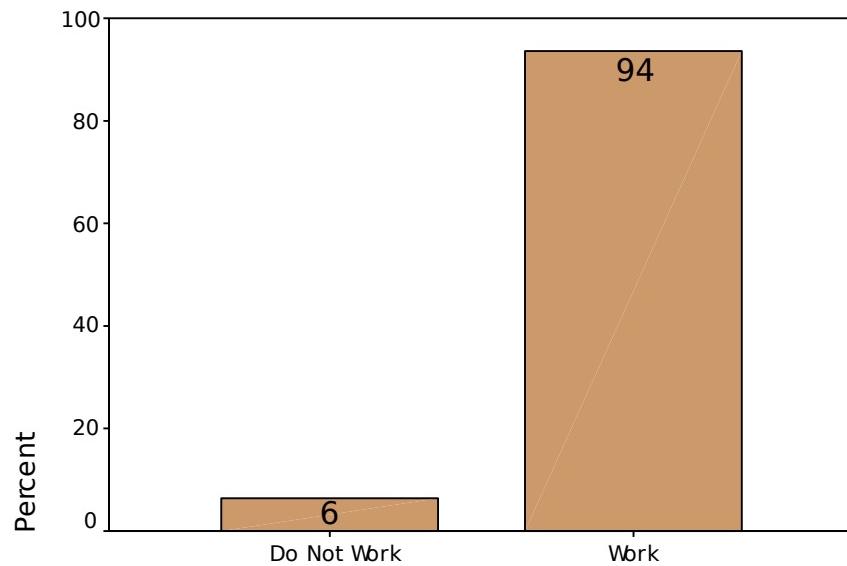
Hours of Work During School Year Up



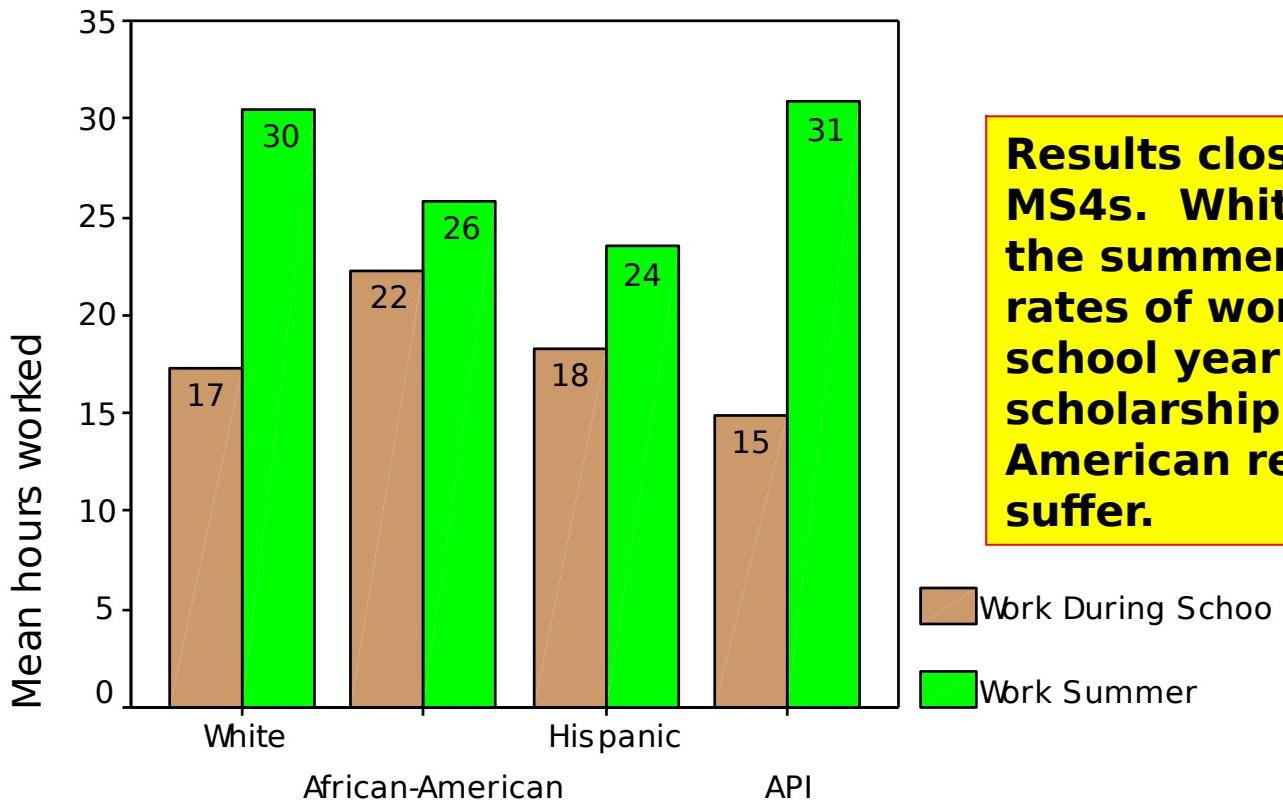
Increases in the number of hours worked also up from an average of 20.3 to more than 23 hours a week during the school year.

Vast Majority of MS2s Work to Pay

Costs of College or Living Expenses



African-Americans More Often Work During the School Year



Results closely mirror those of MS4s. Whites work more in the summer. Due to higher rates of working during the school year and lower rates of scholarship award, African-American retention should suffer.

Working during school has a strong negative impact on plans to commission.

	Unstandardized Coefficients		Standardized Coefficients Beta	t	Sig.
	B	Std. Error			
(Constant)	9.330	.144		64.610	.000
Working while enrolled	-.107	.007	-.410	-16.356	.000

a. Dependent Variable: CON_COMM

Summary of MS2 Finances and Scholarships:

✓ Cadet Finances:

- **Cadets 64 percent of costs of going to school. Scholarship cadets claim 71 percent of costs paid for by ROTC.**
- **The more a cadet depends on sources other than ROTC to pay for school, the less likely he will contract and commission.**
- **Over 90 percent of MS2 cadets work.**
- **Working during the school year is negatively related to contracting to commission.**
- **White cadets work less often during the school year.**

✓ Scholarships:

- **Scholarship cadets indicate that the scholarship is very important to staying in school.**
- **White cadets who apply are more likely to get a scholarship, while African-American cadets are 58 less likely.**

Contracting and Impact on Cadet:

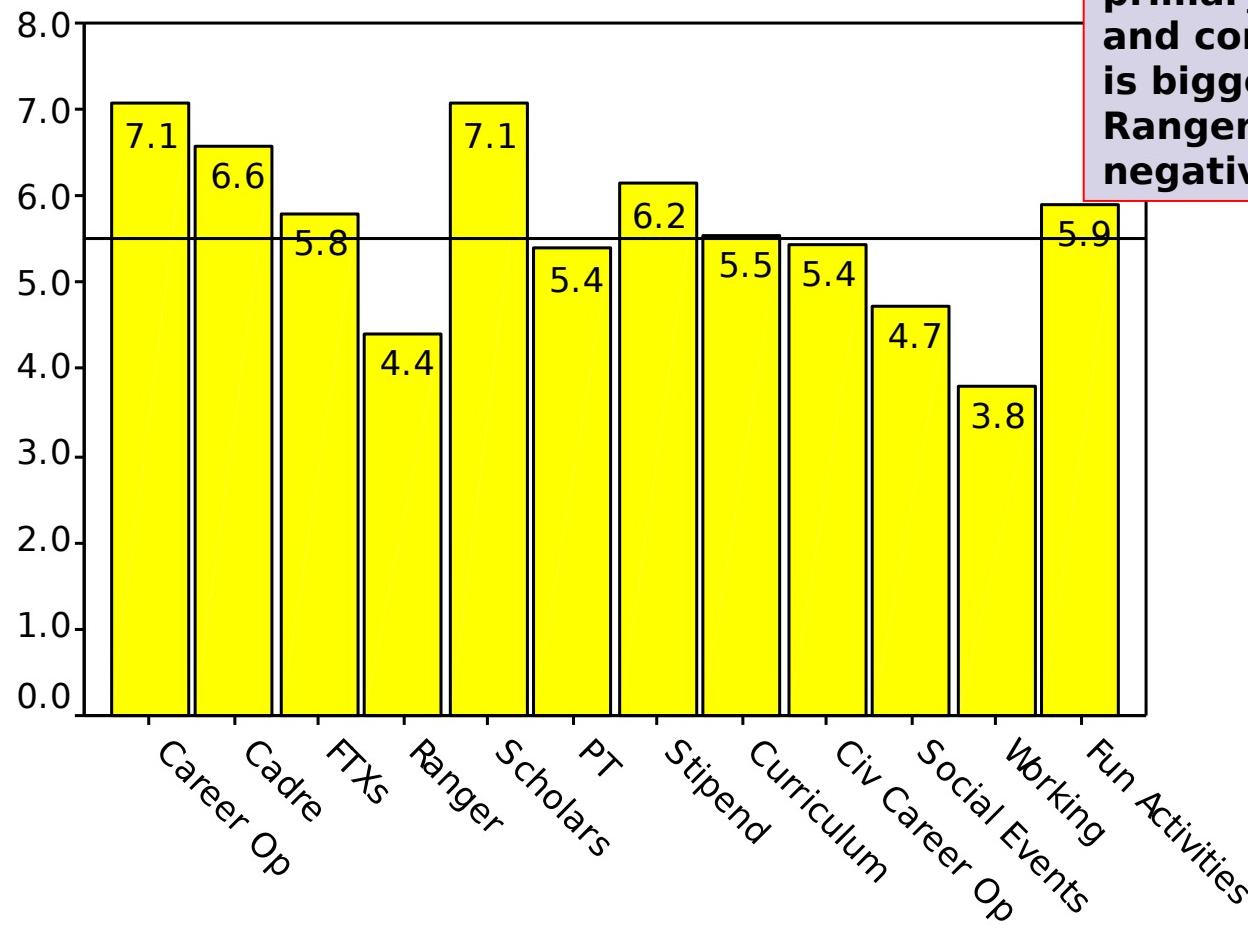
- **Combined Summary of Primary Reasons to Commission through Army ROTC.**
- **ROTC activities and impact on commissioning.**
- **Perceived impact of contracting on cadet.**
- **Cadre Impact on Decision.**
- **Career opportunity issues.**

How Cadets Reported the Influences

Scholarships and Career Opportunity

Heads List of Positive Influences

* Note: Above 5.5 is positive, below is negative



Scholarships tie with Career Opportunity as a primary reason to contract and commission. Working is biggest negative. Ranger Challenge is also a negative.

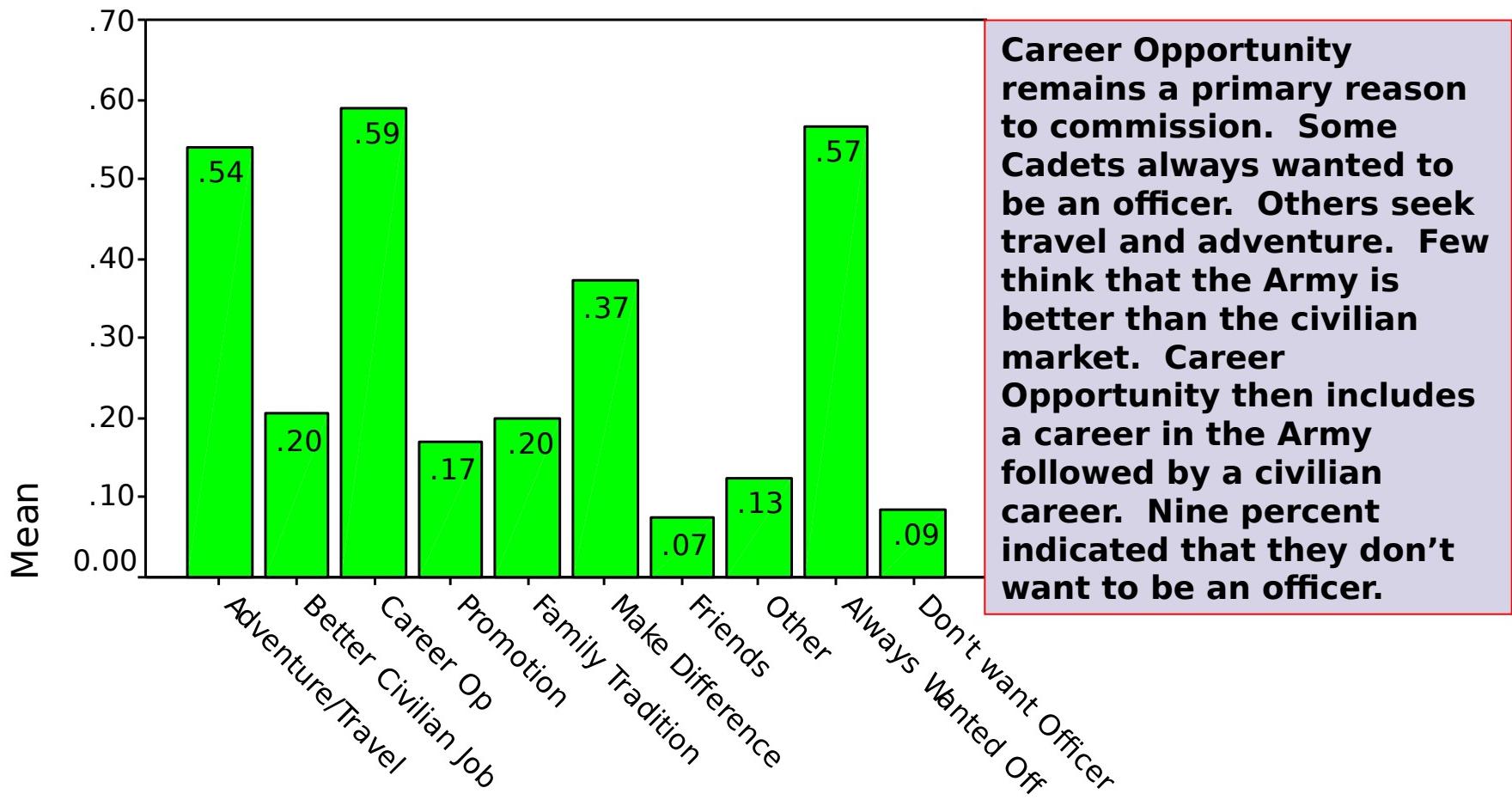
Actual Results Point to Dominance of Perception of Career Opportunity in the Army

Cadet perception of career opportunity in the Army is most critical to contracting. Scholarships are very close second, with cadre and stipend equivalently providing a small impact. Working is significantly negative and related to contracting to commission.

	Unstandardized Coefficients		Beta	t	Sig.
	B	Std. Error			
(Constant)	1.685	.217		7.772	.000
Career Opportunity in the Army	.402	.033	.347	12.173	.000
Cadre	.107	.035	.096	3.052	.002
FTXs	1.047E-02	.037	.010	.281	.779
Ranger Challenge	9.692E-03	.029	.010	.337	.736
Scholarships	.274	.026	.279	10.377	.000
PT	1.204E-02	.033	.039	1.256	.209
Stipend	9.139E-02	.032	.085	2.872	.004
Curriculum	4.630E-02	.041	.040	1.137	.256
Non-Army Career Op	3.010E-02	.026	-.029	-1.139	.255
Social Events	2.335E-02	.036	-.021	-.655	.513
Working	-.108	.029	-.096	-3.663	.000
Fun Activities	6.011E-03	.040	-.005	-.152	.879

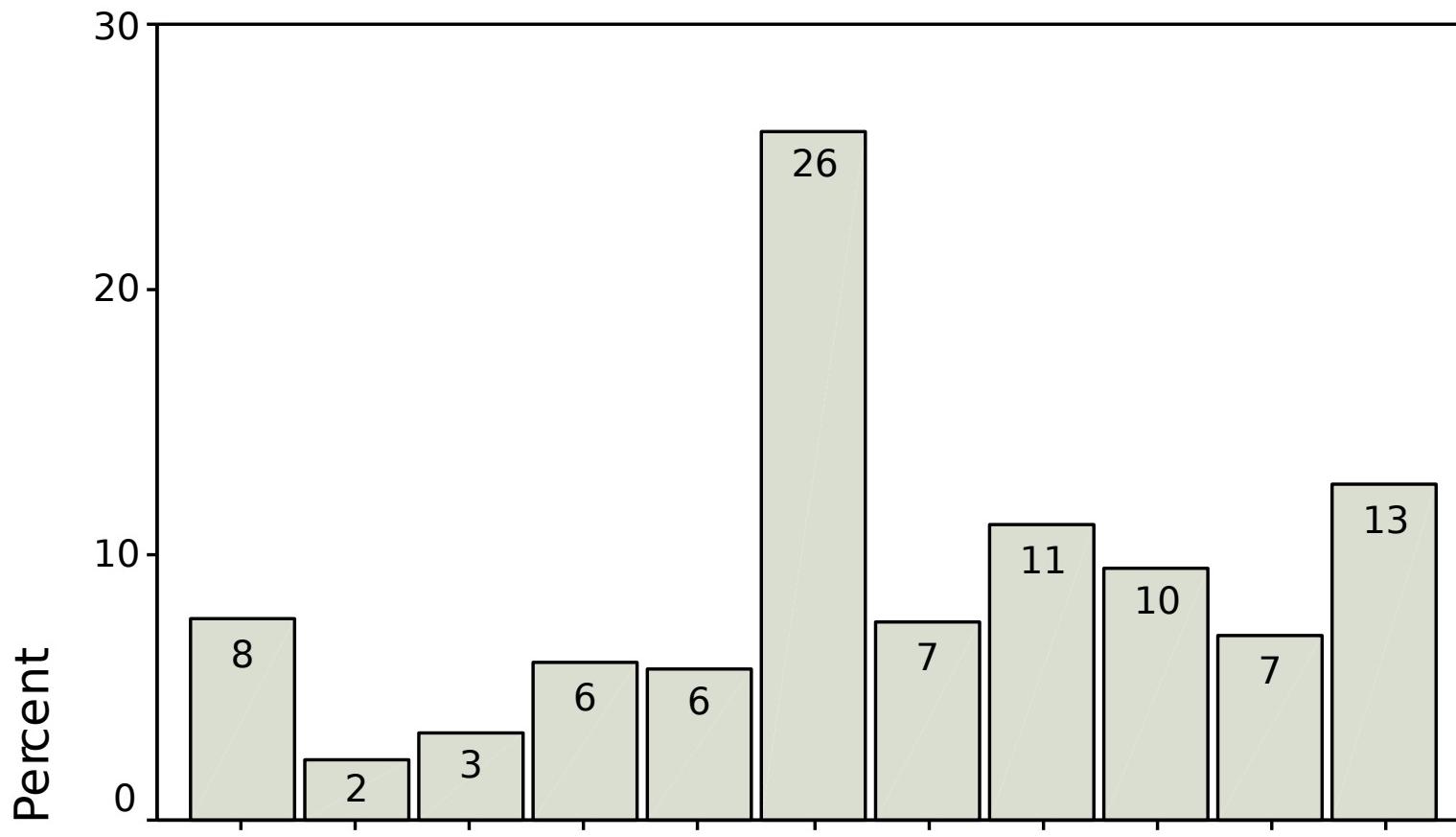
a. Dependent Variable: CON_COMM

Most Frequent - Career Opportunity, Always Wanted to Be an Officer, Adventure



Impact of Contracting On ...

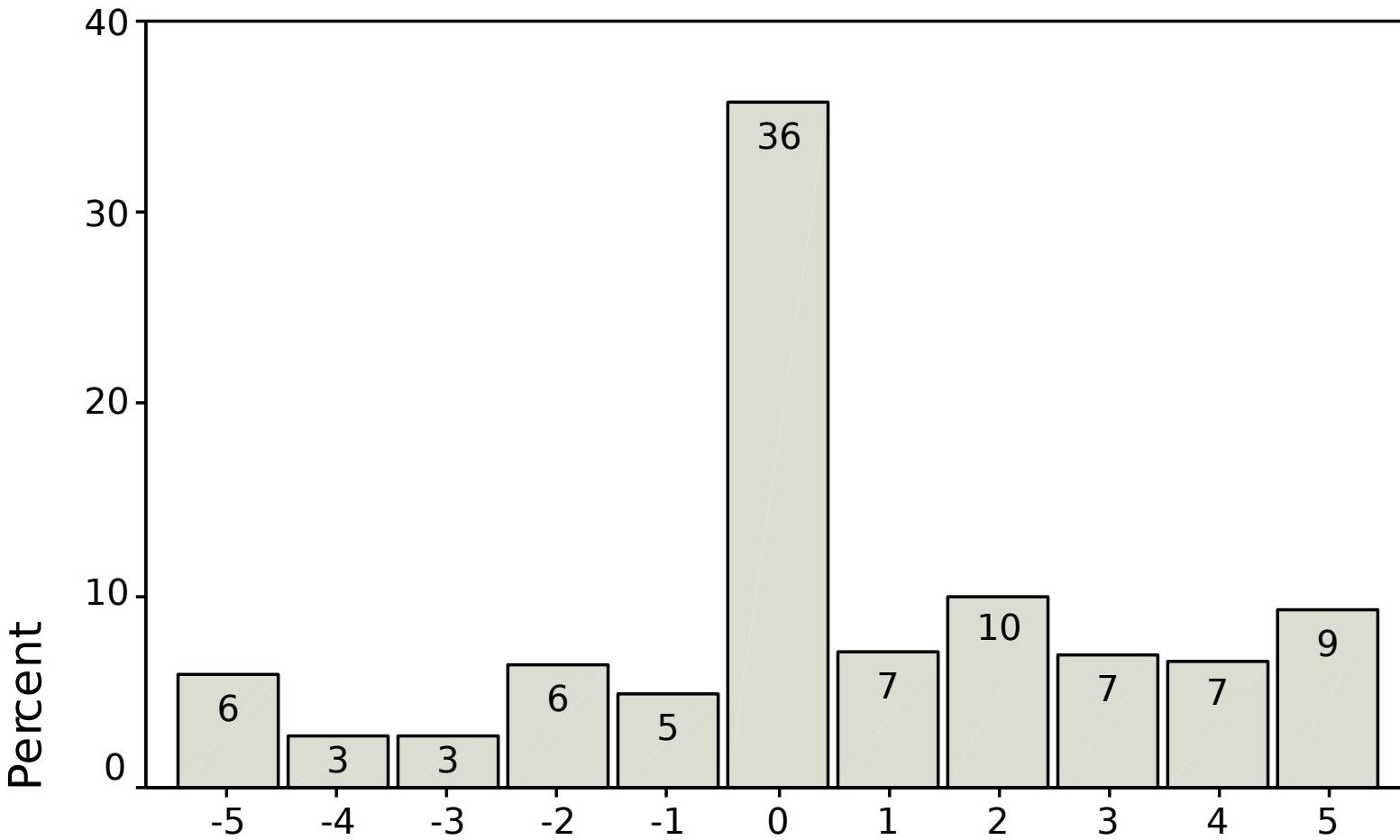
Social Life



Negative Effective = -5; Neutral = 0; Positive = 5

Impact of Contracting On ...

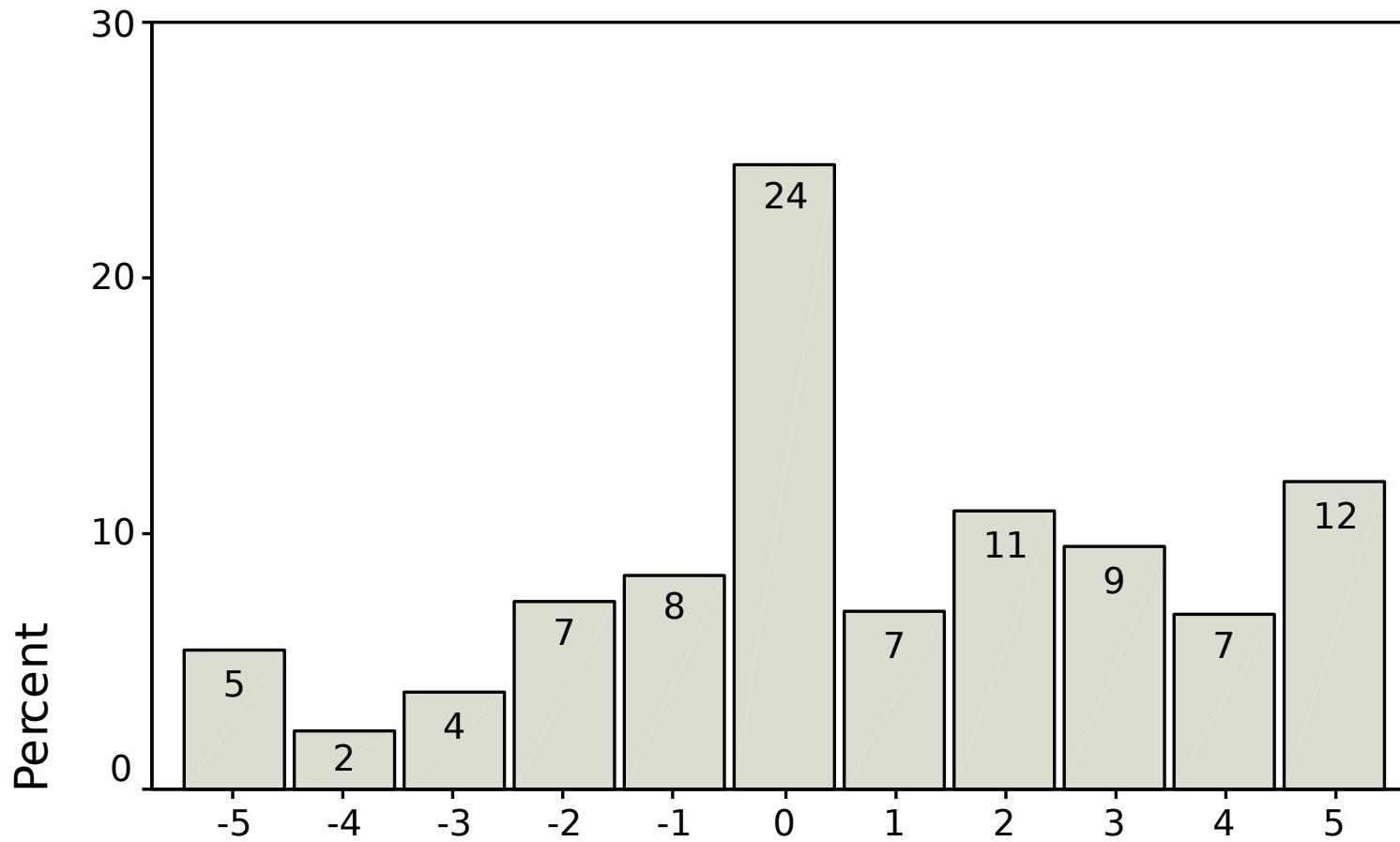
Family Life



Negative Effective = -5; Neutral = 0; Positive = 5

Impact of Contracting On ...

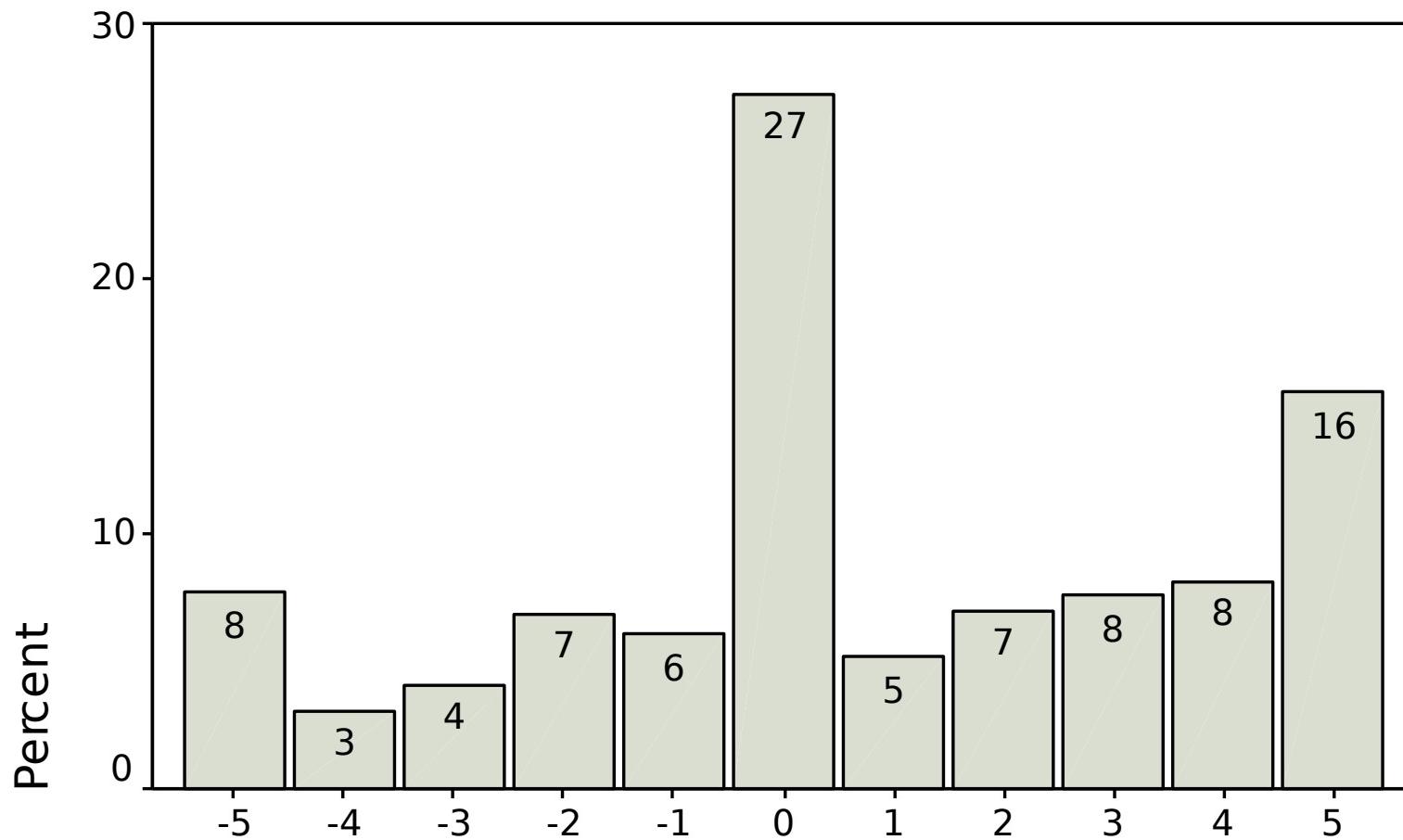
Major Field of Study



Negative Effective = -5; Neutral = 0; Positive = 5

Impact of Contracting On ...

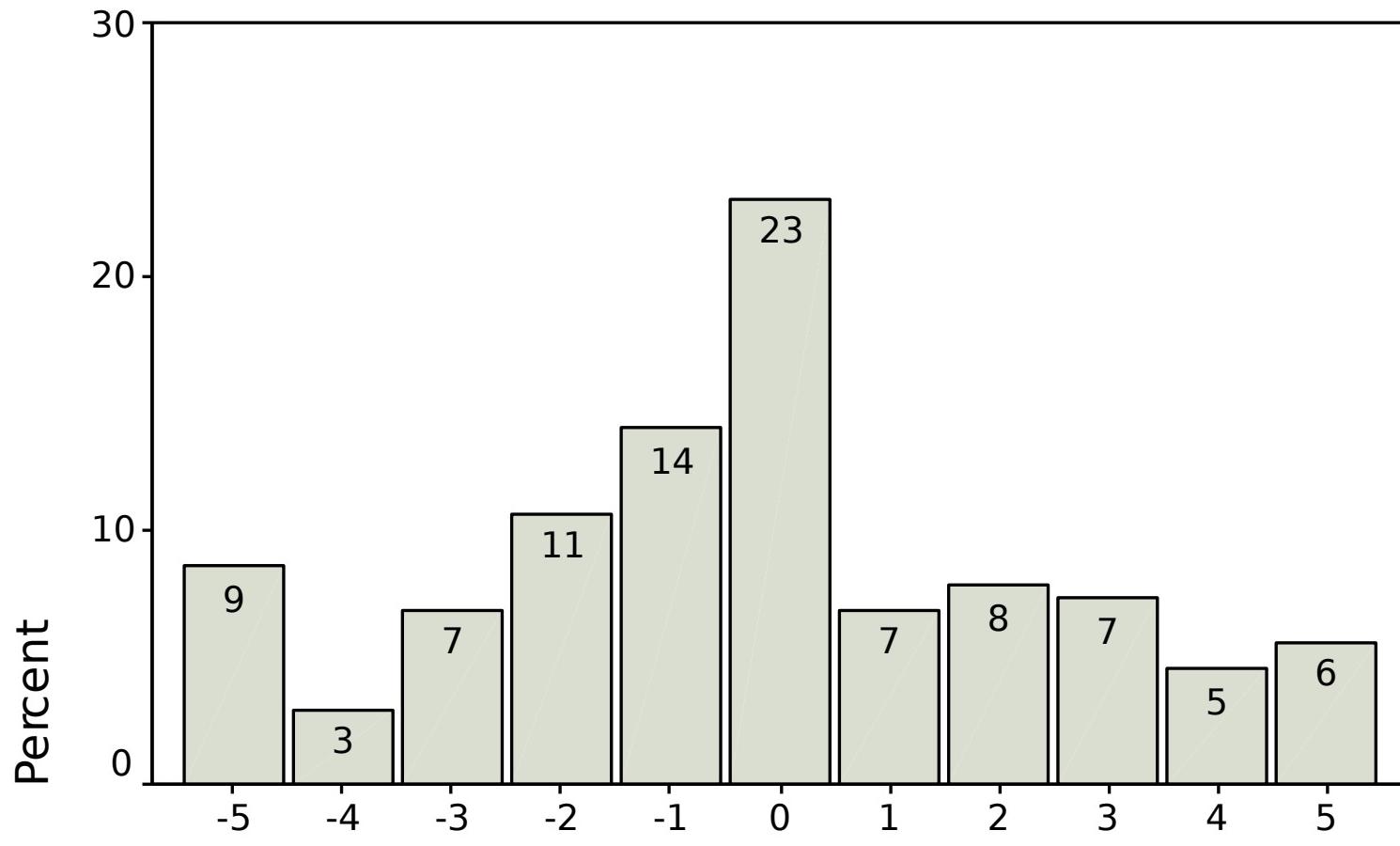
Job outside school



Negative Effective = -5; Neutral = 0; Positive = 5

Impact of Contracting On ...

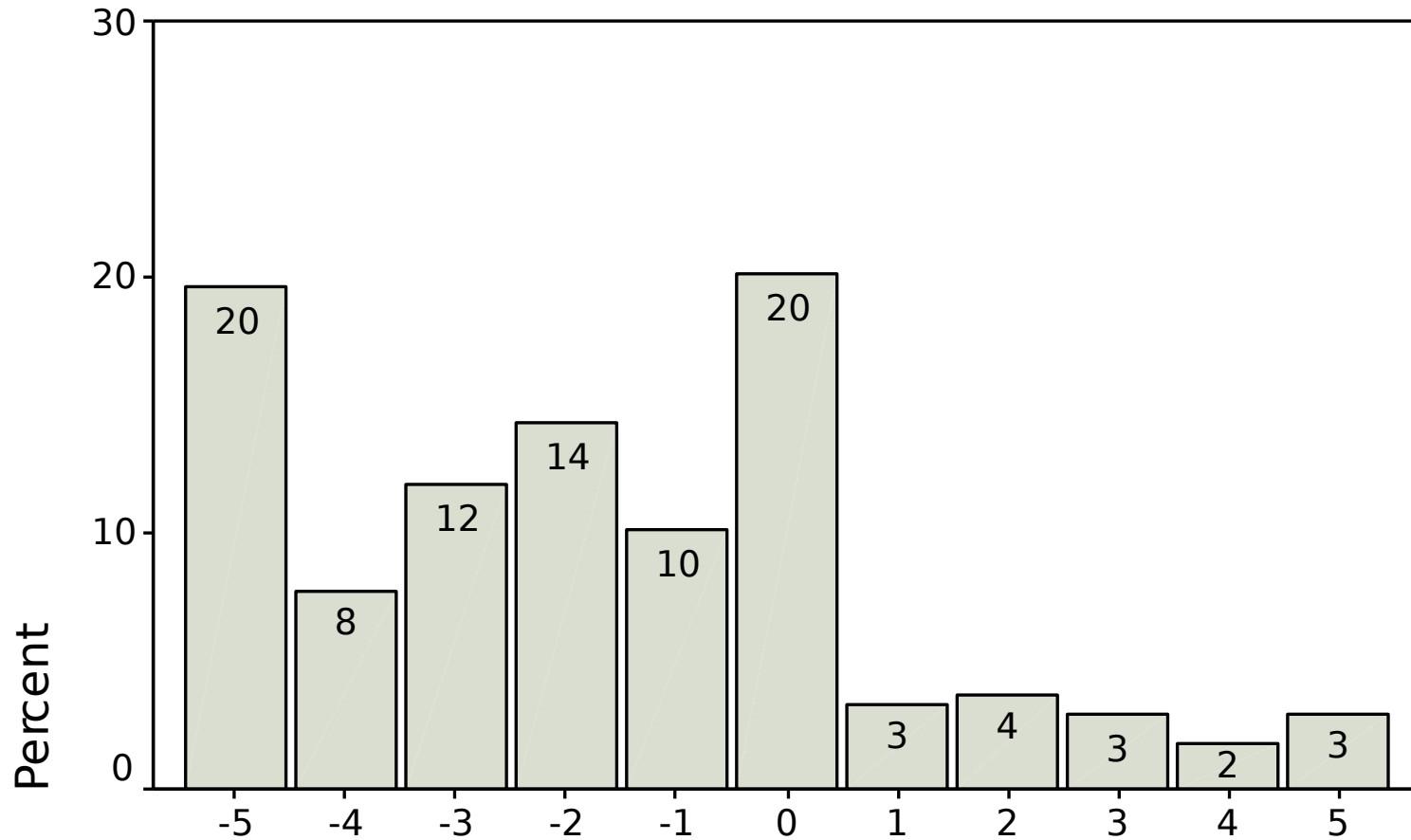
Class Schedule



Negative Effective = -5; Neutral = 0; Positive = 5

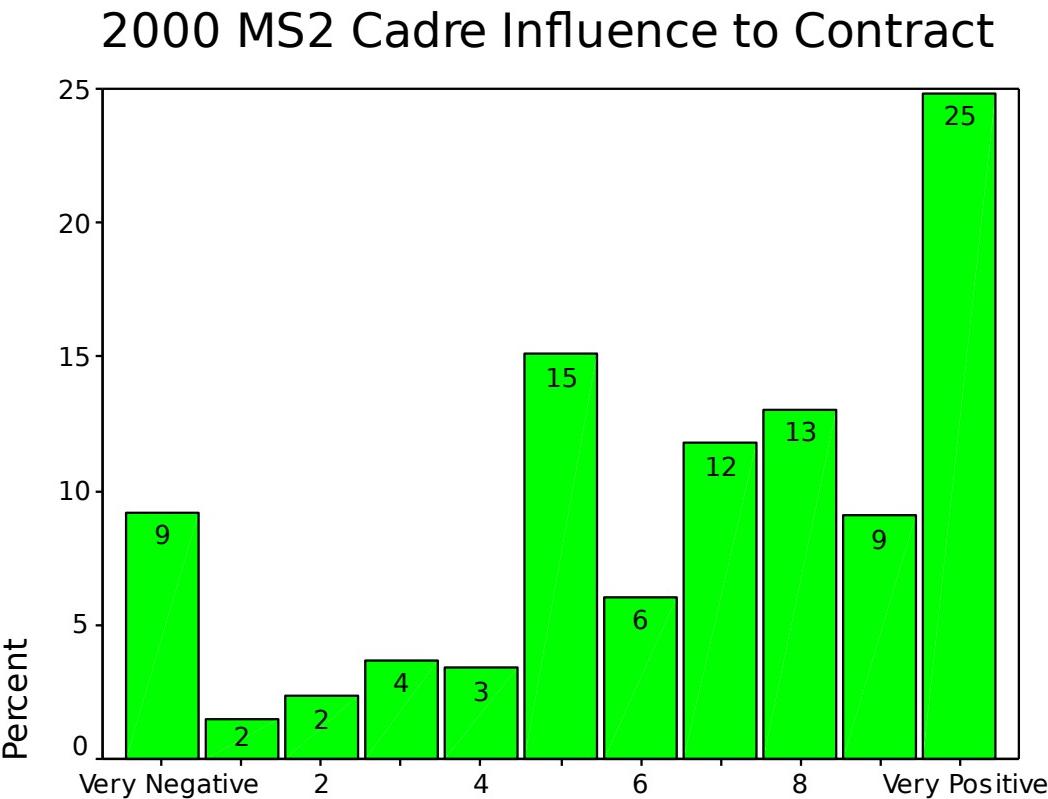
Impact of Contracting On ...

Sleep



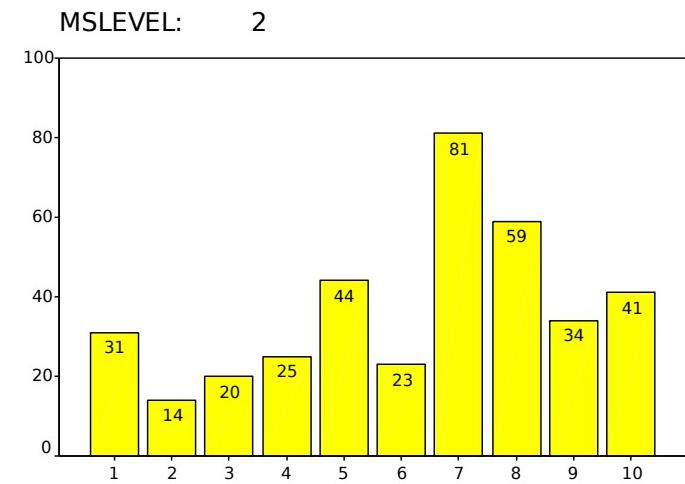
Negative Effective = -5; Neutral = 0; Positive = 5

2000 MS2 Responses Toward Cadre Influence Much More Positive Than in 1999



2000

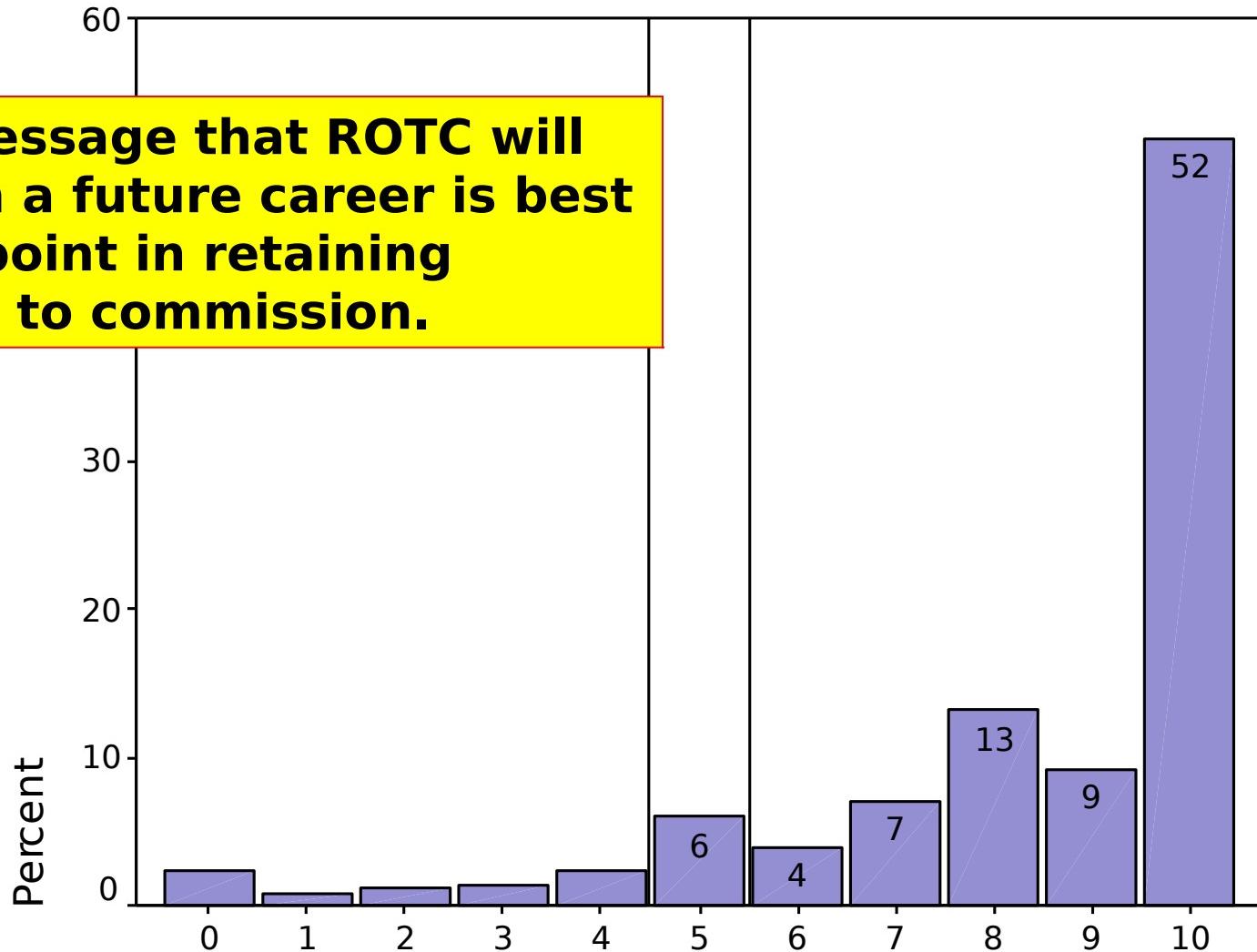
Obvious climate differences in Cadet Command reinforcing retention may be evident here.



1999

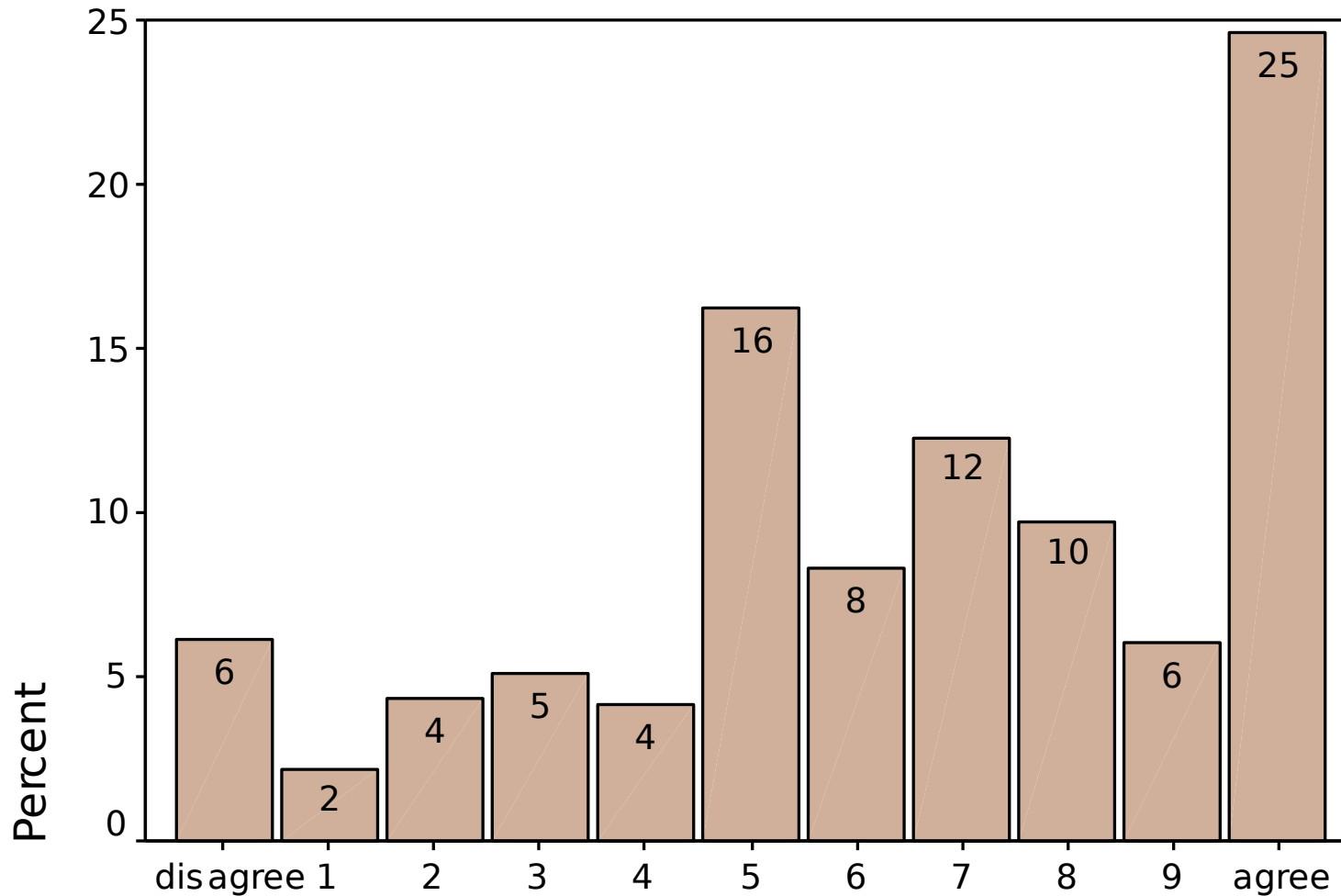
Belief that ROTC Will Help in Future Career

The message that ROTC will help in a future career is best sales point in retaining cadets to commission.



Belief that Combat Arms Is Helpful

In Civilian Career After Army



Summary of Impact of Contracting:

✓ Impact on Cadet:

- **Cadets believe that most of their academic and social lives will not change dramatically.**
- **However, cadets see complications to their class schedules and their time to sleep as a result of contracting to commission.**

✓ Impact on Cadet's Future Career:

- **Most cadets believe that the Army experience will be helpful in their future careers.**
- **The majority of cadets believe that combat arms will translate into civilian career opportunity.**

Research Recommendations Summary

- ✓ MS2 cadets who are interested in contracting are attracted to the non-traditional nature of the curriculum. Need to reinforce activities outside the classroom, preferably with a physical dimension. Need to focus on hands-on training and active learning experiences in the classroom. Anything that is passive, including lectures, viewing videos or films, non-interactive computer instruction, or instructional slide shows will distract from retention and according to cadets, the learning content.
- ✓ Scholarships are important to a cadet's remaining in school for those cadets who have scholarships. Need to provide assessment of impact of scholarships to the colleges to explain the importance of ROTC to their local program. Need to couple with an explanation of how some schools provide other incentives, including payment of room and board.
- ✓ Things to improve retention:
 - Need to increase financial reliance on Army ROTC through scholarships, stipends, and, potentially, loan repayment.
 - Cadets are in an environment non-supportive of their decision to contract and commission. Need to create a more positive view of ROTC on campus by marketing and public affairs campaign. It should include informational posters and flyers, possibly a game CD ROM with information on ROTC, visible activity like helicopter lift exercises, modular rock climbing (like USAREC's) display, confidence course or other adventure activities on campus.

Training Issue

P&A Issue

O&E Research Issue

Marketing Issue

Research Recommendations Summary

- ✓ Getting a scholarship is correlated to the ethnicity of the cadet. Previous analysis has demonstrated that family income and scholarship acceptance are also related. Cadet Command should review the process of scholarship distribution and attempt to de-link socio-economic status and ethnicity. Given continued reliance for scholarship award on the results of standardized achievement tests and those tests demonstrated linkage to ethnicity and socio-economic status, this may be difficult.
- ✓ Most MS2 cadets come from a family with a military background. As the number of youth from military families decreases, it is critical to outreach to non-military families with ROTC message. Need to broadcast the Army ROTC message beyond the military family group. The low propensity and constricting market mandates a large influx of national awareness advertising, enfranchising high school counselors with quick reference material in print and electronic form and projecting a larger profile image. If not, the market will constrict more and chances of making the commission mission will become minute.
- ✓ Parents and siblings are the most effective influencers of cadet participation. Therefore, ROTC must get the message to the family early to influence the student.
- ✓ Friends do not influence cadet contracting positively. Therefore, ROTC must get the message to the family early to influence cadet decision making. Effectively, this means two sales to the parents⁷⁴, one to get the cadet into class and one to get the cadet contracted.

Training Issue

P&A Issue

O&E Research Issue

Marketing Issue

Research Recommendations Summary

- ✓ Cadets with 4-year scholarships are more inclined to remain to commission than those with 3-year or 2-year scholarships. Need to review the scholarship mix and more appropriately count the retention rate (MS1 to MS2 scholarship versus non-scholarship, not MS1 to MS4 4-year scholarships versus MS3 to MS4 two-year scholarships).

General Comments

- ✓ MS2 cadets are not dissimilar from MS4 cadets in their observations of the program. They are very positive about cadre and the curriculum, and generally want to become an officer.
- ✓ Those cadets who did not apply for a scholarship are much less likely to remain in the program, even less likely than those who did apply and did not receive one.
- ✓ MS2 cadets are sensitive to and critical of training equipment available.

Training Issue

P&A Issue

O&E Research Issue

Marketing Issue

Errata

CON_COMM * CAD1COM Crosstabulation

Why Not Contracting		Cadre Able to Communicate Concepts Well		
		No	Yes	Total
Do Not Meet Requirements	Will Contract to Neutral Commission	Definitely Will Not	3	17
		1	1	2
		Probably Will Not	2	3
		4	1	4
		Neutral	4	9
		6	2	2
		7	1	5
		Probably Will	4	4
		9	1	1
		Definitely Will	1	7
Total		13	52	65
Active Service Commitment is Too Long	Will Contract to 4 Commission	Definitely Will Not	2	6
		1	1	2
		Probably Will Not	1	1
		3	2	3
		Neutral	2	3
		6	1	2
		7	2	2
		Probably Will	2	2
		9	1	1
		Total	12	18
More Career Opportunities Outside the Army	Will Contract to 4 Commission	Definitely Will Not	9	42
		1	6	12
		Probably Will Not	2	6
		3	2	10
		Neutral	2	2
		6	5	10
		7	1	3
		Probably Will	1	1
		Definitely Will	3	3
		Total	29	90
Discovered Dislike of Military	Will Contract to 3 Commission	Definitely Will Not	11	30
		1	1	2
		Probably Will Not	1	3
		Neutral	2	2
		4	1	2
		9	1	1
		Definitely Will	1	1
		Total	18	40
		58		
Family Reasons Prevent Continuing in ROTC	Will Contract to 4 Commission	Definitely Will Not	1	14
		Probably Will Not	2	1
		3	2	2
		Neutral	4	1
		7	1	1
		Definitely Will	5	26
		Total	5	31

CON_COMM * CAD1CLS Crosstabulation

Why Not Contracting		Cadre are Closed Minded		Total
		No	Yes	
Do Not Meet Requirements	Will Contract to Neutral Commission	Definitely will Not	20	20
		1	2	2
		Probably Will Not	5	5
		4	3	4
		Neutral	12	13
		6	2	2
		7	5	6
		Probably Will	4	4
		9	1	1
		Definitely Will	8	8
Total		62	3	65
Active Service Commitment is Too Long	Will Contract to 4 Commission	Definitely will Not	7	8
		1	1	2
		Probably Will Not	1	2
		3	2	3
		Neutral	3	3
		6	2	2
		7	1	2
		Probably Will	1	2
		9	1	1
		Total	24	30
More Career Opportunities Outside the Army	Will Contract to 4 Commission	Definitely will Not	47	51
		1	18	18
		Probably Will Not	7	8
		3	11	12
		Neutral	4	4
		6	12	15
		7	3	4
		Probably Will	1	1
		Definitely Will	2	3
		Total	106	119
Discovered Dislike of Military	Will Contract to 3 Commission	Definitely will Not	34	41
		1	2	2
		Probably Will Not	4	4
		Neutral	2	2
		4	3	3
		9	1	1
		Definitely Will	1	1
		Total	50	58
Family Reasons Prevent Continuing in ROTC	Will Contract to 4 Commission	Definitely will Not	15	15
		Probably Will Not	2	3
		3	2	2
		Neutral	2	2
		7	1	1
		Definitely Will	1	1
		Total	30	31

CON_COMM * CAD1NO Crosstabulation

Count		Cadre Not Able to Communicate Concepts Well		
		No	Yes	Total
Why Not Contracting				
Do Not Meet Requirements	Will Contract to Commission	Definitely Will Not	19	1
		1	2	2
		Probably Will Not	5	5
		4	3	4
		Neutral	12	1
		6	2	2
		7	6	6
		Probably Will	4	4
		9	1	1
		Definitely Will	8	8
Total		62	3	65
Active Service Commitment is Too Long	Will Contract to Commission	Definitely Will Not	8	8
		1	1	2
		Probably Will Not	2	2
		3	2	3
		4	3	3
		Neutral	5	5
		6	2	2
		7	2	2
		Probably Will	2	2
		9	1	1
Total		28	2	30
More Career Opportunities Outside the Army	Will Contract to Commission	Definitely Will Not	47	4
		1	16	2
		Probably Will Not	8	8
		3	11	1
		4	4	4
		Neutral	15	15
		6	3	3
		7	3	1
		Probably Will	1	1
		Definitely Will	2	1
Total		110	9	119
Discovered Dislike of Military	Will Contract to Commission	Definitely Will Not	33	8
		1	2	2
		Probably Will Not	4	4
		3	2	2
		4	2	3
		Neutral	4	4
		9	1	1
		Definitely Will	1	1
		Total	49	9
		58		
Family Reasons Prevent Continuing in ROTC	Will Contract to Commission	Definitely Will Not	15	15
		Probably Will Not	3	3
		3	2	2
		4	2	2
		Neutral	7	7
		7	1	1
		Definitely Will	1	1
		Total	31	31

CON_COMM * CAD1OPN Crosstabulation

Count		Cadre Open to Different Ideas		
		No	Yes	Total
Why Not Contracting				
Do Not Meet Requirements	Will Contract to Neutral Commission	Definitely Will Not	6	14
		1	2	2
		Probably Will Not	3	2
		4	4	4
		Neutral	7	6
		6	1	2
		7	3	6
		Probably Will	1	3
		9	1	1
		Definitely Will	3	5
Total		28	37	65
Active Service Commitment is Too Long	Will Contract to 4 Commission	Definitely Will Not	4	4
		1	1	2
		Probably Will Not	2	2
		3	2	1
		Neutral	1	2
		6	1	2
		7	2	2
		Probably Will	1	1
		9	1	1
		Total	18	12
More Career Opportunities Outside the Army	Will Contract to 4 Commission	Definitely Will Not	26	25
		1	11	7
		Probably Will Not	4	4
		3	8	4
		Neutral	2	2
		6	1	3
		7	3	1
		Probably Will	1	1
		Definitely Will	3	3
		Total	67	52
Discovered Dislike of Military	Will Contract to 3 Commission	Definitely Will Not	25	16
		1	1	2
		Probably Will Not	2	2
		3	2	2
		Neutral	2	1
		4	1	1
		Definitely Will	1	1
		Total	36	22
		58		
Family Reasons Prevent Continuing in ROTC	Will Contract to Neutral Commission	Definitely Will Not	5	10
		Probably Will Not	1	2
		3	1	2
		Neutral	1	1
		4	1	2
		7	1	1
		Definitely Will	1	1
		Total	14	17
		31		

CON_COMM * CAD1HLP Crosstabulation

Why Not Contracting		Cadre Helpful		
		No	Yes	Total
Do Not Meet Requirements	Definitely Will Not	4	16	20
	1		2	2
	Probably Will Not	1	4	5
	4	2	2	4
	Will Contract to Neutral Commission	3	10	13
	6		2	2
	7		6	6
	Probably Will	1	3	4
	9		1	1
	Definitely Will	2	6	8
Total		13	52	65
Active Service Commitment is Too Long	Definitely Will Not	3	5	8
	1	1	1	2
	Probably Will Not		2	2
	3	1	2	3
	Will Contract to 4 Commission	1	2	3
	Neutral		5	5
	6		2	2
	7		2	2
	Probably Will		2	2
	9		1	1
Total		6	24	30
More Career Opportunities Outside the Army	Definitely Will Not	11	40	51
	1	3	15	18
	Probably Will Not	3	5	8
	3	2	10	12
	Will Contract to 4 Commission		4	4
	Neutral	4	11	15
	6	1	2	3
	7	1	3	4
	Probably Will		1	1
	Definitely Will		3	3
Total		25	94	119
Discovered Dislike of Military	Definitely Will Not	14	27	41
	1		2	2
	Probably Will Not	2	2	4
	Will Contract to 3 Commission	2		2
	4	1	2	3
	Neutral		4	4
	9		1	1
	Definitely Will		1	1
	Total	20	38	58
Family Reasons Prevent Continuing in ROTC	Definitely Will Not	1	14	15
	Probably Will Not	1	2	3
	3		2	2
	Will Contract to 4 Commission		2	2
	Neutral	2	5	7
	7		1	1
	Definitely Will		1	1
	Total	4	27	31

CON_COMM * CAD1DIS Crosstabulation

Count		Cadre Disorganized		
		No	Yes	Total
Do Not Meet Requirements	Definitely Will Not	19	1	20
	1		2	2
	Probably Will Not	5		5
	4		4	4
	Will Contract to Neutral Commission	13		13
	6		2	2
	7		6	6
	Probably Will	4		4
	9		1	1
	Definitely Will	8		8
Total		64	1	65
Active Service Commitment is Too Long	Definitely Will Not	8		8
	1		2	2
	Probably Will Not	2		2
	3		3	3
	Will Contract to 4 Commission	3		3
	Neutral	5		5
	6		2	2
	7		2	2
	Probably Will	2		2
	9		1	1
Total		30		30
More Career Opportunities Outside the Army	Definitely Will Not	43	8	51
	1	17	1	18
	Probably Will Not	8		8
	3	12		12
	Will Contract to 4 Commission	4		4
	Neutral	15		15
	6	3		3
	7	4		4
	Probably Will	1		1
	Definitely Will	3		3
Total		110	9	119
Discovered Dislike of Military	Definitely Will Not	36	5	41
	1		2	2
	Probably Will Not	4		4
	Will Contract to 3 Commission	2		2
	4	3		3
	Neutral	4		4
	9	1		1
	Definitely Will	1		1
	Total	53	5	58
Family Reasons Prevent Continuing in ROTC	Definitely Will Not	15		15
	Probably Will Not	2	1	3
	3		2	2
	Will Contract to 4 Commission	2		2
	Neutral	7		7
	7	1		1
	Definitely Will	1		1
	Total	30	1	31

CON_COMM * CAD1ORG Crosstabulation

Count

NO_CON_Y		Cadre Organized		Total
		No	Yes	
Do Not Meet Requirements	Will Contract to Neutral Commission	Definitely Will Not	5	15
		1	2	2
		Probably Will Not	2	3
		4	2	4
		Will Contract to Neutral	3	10
		6	1	2
		7	3	6
		Probably Will	4	4
		9	1	1
		Definitely Will	3	5
		Total	19	46
				65
Active Service Commitment is Too Long	Will Contract to 4 Commission	Definitely Will Not	3	5
		1	1	2
		Probably Will Not	1	1
		3	1	2
		Will Contract to 4	1	2
		Neutral	1	4
		6	1	2
		7	1	2
		Probably Will	2	2
		9	1	1
		Total	10	20
				30
More Career Opportunities Outside the Army	Will Contract to 4 Commission	Definitely Will Not	17	34
		1	11	18
		Probably Will Not	3	5
		3	4	12
		Will Contract to 4	2	2
		Neutral	5	10
		6	1	2
		7	1	3
		Probably Will	1	1
		Definitely Will	3	3
		Total	44	75
				119
Discovered Dislike of Military	Will Contract to 3 Commission	Definitely Will Not	14	27
		1	1	2
		Probably Will Not	2	2
		4	1	2
		Neutral	1	3
		9	1	1
		Definitely Will	1	1
		Total	21	37
				58
Family Reasons Prevent Continuing in ROTC	Will Contract to 4 Commission	Definitely Will Not	5	10
		Probably Will Not	2	1
		3	1	2
		Will Contract to 4	1	1
		Neutral	3	4
		7	1	1
		Definitely Will	1	1
		Total	13	18
				31

CON_COMM * CAD1UNH Crosstabulation

Count

NO_CON_Y		Cadre Unhelpful		Total
		No	Yes	
Do Not Meet Requirements	Will Contract to Neutral Commission	Definitely Will Not	20	20
		1	2	2
		Probably Will Not	5	5
		4	4	4
		Will Contract to Neutral	13	13
		6	2	2
		7	6	6
		Probably Will	4	4
		9	1	1
		Definitely Will	7	1
		Total	64	1
				65
Active Service Commitment is Too Long	Will Contract to 4 Commission	Definitely Will Not	7	1
		1	2	2
		Probably Will Not	2	2
		3	2	1
		Will Contract to 4	3	3
		Neutral	5	5
		6	2	2
		7	2	2
		Probably Will	2	2
		9	1	1
		Total	28	2
				30
More Career Opportunities Outside the Army	Will Contract to 4 Commission	Definitely Will Not	49	2
		1	16	18
		Probably Will Not	8	8
		3	12	12
		Will Contract to 4	4	4
		Neutral	12	3
		6	2	1
		7	3	1
		Probably Will	1	1
		Definitely Will	3	3
		Total	110	9
				119
Discovered Dislike of Military	Will Contract to 3 Commission	Definitely Will Not	38	3
		1	2	2
		Probably Will Not	3	1
		4	2	2
		Will Contract to 3	2	2
		Neutral	3	3
		9	1	1
		Definitely Will	1	1
		Total	54	4
				58
Family Reasons Prevent Continuing in ROTC	Will Contract to 4 Commission	Definitely Will Not	15	15
		Probably Will Not	2	1
		3	2	2
		Will Contract to 4	2	2
		Neutral	7	7
		7	1	1
		Definitely Will	1	1
		Total	30	1
				31

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
7	.698	.485	.482	2.48

g. Predictors: (Constant), GOTSCOL, CON_PAR, ENR_WRK, LRN_FTX, BORING1, ADVENT1, CAD1NO

ANOVA^h

Model		Sum of Squares	df	Mean Square	F	Sig.
7	Regression	7633.170	7	1090.453	177.191	.000 ^g
	Residual	8104.944	1317	6.154		
	Total	5738.113	1324			

g. Predictors: (Constant), GOTSCOL, CON_PAR, ENR_WRK, LRN_FTX, BORING1, ADVENT1, CAD1NO

h. Dependent Variable: CON_COMM

Nearly 70% of contracting to commission variance accounted for.

Coefficientsⁱ

Model		Unstandardized Coefficients		Beta	t	Sig.
		B	Std. Error			
7	(Constant)	4.674	.304		15.351	.000
	Got Scholarship	2.693	.150	.391	17.904	.000
	Parents	.223	.020	.238	11.033	.000
	Working While Enrolled	6.118E-02	.005	-.235	-11.313	.000
	FTX	.145	.032	.101	4.578	.000
	Boring	-.755	.218	-.075	-3.465	.001
	Adventure/Travel	.555	.139	.080	3.986	.000
	Cadre not helpful	-.756	.325	-.048	-2.329	.020

a. Dependent Variable: CON_COMM

